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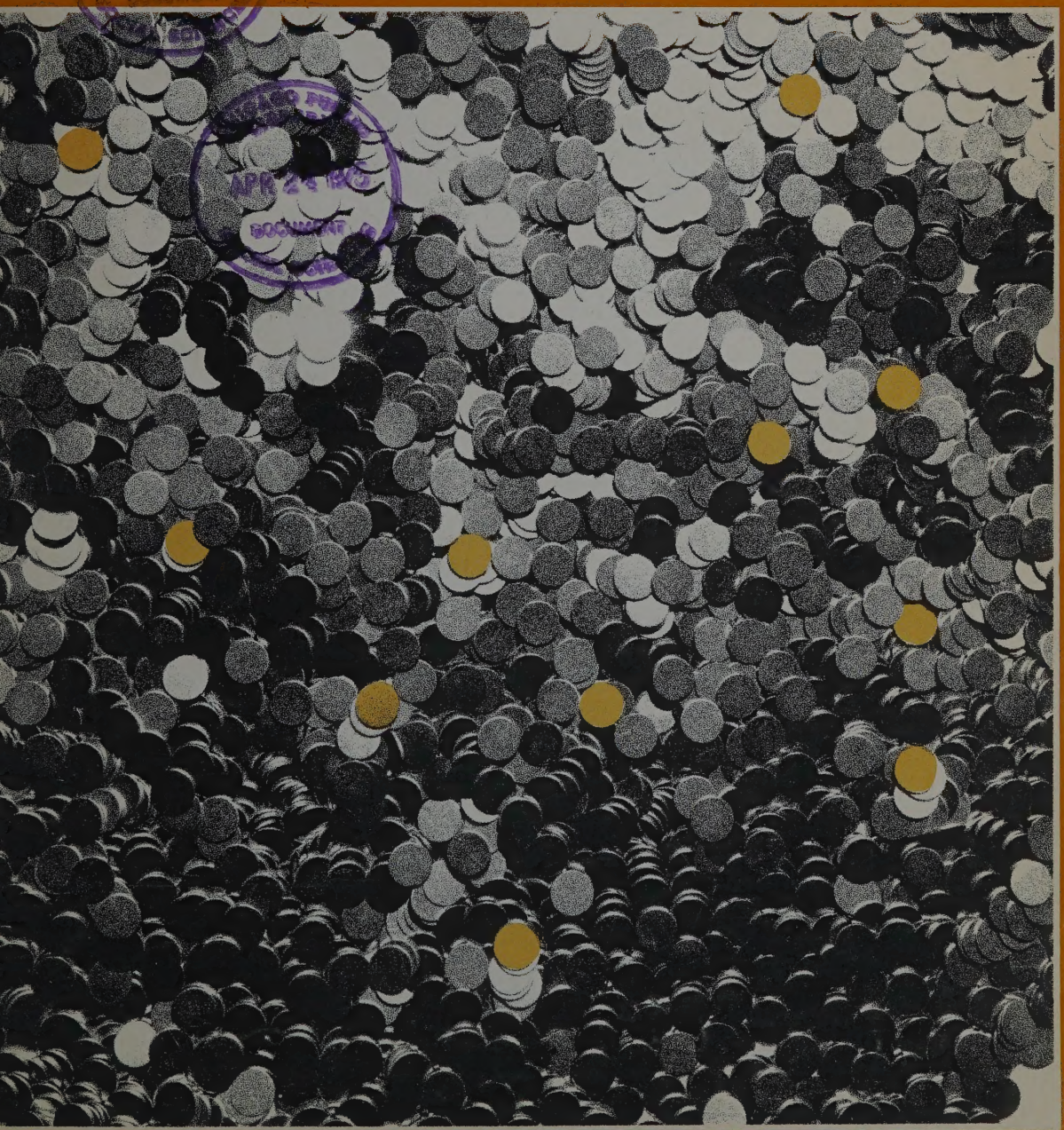

the labour gazette

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Labour Canada Travail Canada

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NEWS BRIEFS

Arbitration in Ontario

Ontario's arbitration system is not working, according to Donald Montgomery, secretary-treasurer of the Canadian Labour Congress. He says the arbitration procedure is being defeated by cost and by delays.

"When a single arbitrator takes an average of six months to deal with a grievance and a three-man arbitration board an average of eight months to deal with a grievance one cannot arrive at any conclusion other than that the system is not working," says Montgomery.

"The lengthy delays and the frustrations that have become inherent in the process are so pronounced that...it is little wonder that the employees become frustrated with the grievance procedure and that the animosity carries over into contract negotiations. There have been many sets of negotiations prolonged as parties strive to break a log jam caused by dozens of grievances awaiting an arbitration board hearing.

"The going rate of arbitrators is from $500 to $700 per session. Of course, expenses are extra...Some may be quick to suggest that this kind of deterrent will keep unions from taking cases to arbitration, but it will certainly not prevent the company from doing so because this expense is tax deductible for them. The real danger is that many of the smaller local unions will be unable to bear the expense of arbitration and that the collective agreement will not be enforced." Other labour officials agree that arbitration is becoming too costly and too time-consuming for many unions.

A study commissioned by the Labour Council of Metropolitan Toronto found that 53 per cent of 1,661 cases over a two-year period, were handled by six arbitrators although Ontario maintains a list of 58 arbitrators. The study also disclosed that the average arbitration case takes six months before a decision is reached if a single arbitrator is used, and up to eight months if a board is deciding the issue.

Montgomery suggests that the arbitration process might be handled more swiftly and less expensively if lawyers were barred from acting as arbitrators.

The Working Poor

A report summarizing the discussions from a meeting of business, labour, and low-income group representatives has been released by the Canadian Council on Social Development.

The report, titled *Income Supplements for the Working Poor*, was prepared following the deliberations held at a Council-sponsored conference in Toronto last year. In identifying the working poor and the reasons for their position, the report points out the shortcomings of past approaches to help them, and analyzes the advantages and disadvantages of various income supplement alternatives.

"The lack of supplementary financial assistance to the working poor is the most critical gap in Canada's social security system," according to Council Executive Director Reuben Baetz. The challenge will be to provide income supplement programs for the working poor without the stigma of welfare.

How useful are the facts and figures compiled by Statistics Canada regarding income levels for different family sizes? asks the report. There is no difference made between subsistence for the non-working poor and the working poor, the latter group having to pay costs, such as transportation, in order to work. Rising prices impose a greater hardship on poor people than higher-income people (LG, September, 1974, pp.639-642), and as well, income level adjustments have not kept pace with inflation.

Other issues discussed in the report include negative income tax and refundable tax credit approaches to helping the working poor, the duplication and multiplicity of current plans, and the value of existing social programs.

Mineworker Shortage

Mining companies in Canada are becoming increasingly concerned over the critical shortage of employees in the mining industry. An estimated 4,000 jobs are going begging, chiefly in isolated areas and in underground shafts.

The shortage is characterized by a decline in the number of young people entering the mines, and a high rate of turnover, ranging from 25 to 400 per cent a year. Most men entering the mines for the first time are in their late teens or early twenties. Few switch to mining from other jobs. Typically, they come from communities such as Sudbury or Timmins in Ontario where the primary industry in town is mining. Some come from farms. In every province except Newfoundland it is illegal to employ women underground.

Equally concerned about the situation is the United Steelworkers union, which has more than 53,000 members in the industry. The union suggests employers provide higher wages, longer vacations, safer working conditions, earlier retirement and more subsidized housing if they are serious about overcoming labour shortages.

Management, however, blames the labour shortage on "the national laziness" caused by unemployment insurance, federal manpower retraining programs and general public affluence. One point on which both union and management agree is that the hardships of isolation are a major factor. Many mine sites have no accommodation for families or girl friends, no schools, no theatres, no libraries, and no stores.

Railway Settlement

Canada's railway workers—members of 18 unions—have ratified a new one-year contract that provides for an unprecedented 21.8 per cent increase in wages and fringe benefits, not counting a cost of living clause that offers full protection of purchasing power throughout the life of the agreement.

For the first time, Canadian railway companies and unions had negotiated a settlement with no third-party intervention in the form of conciliation, mediation or arbitration. It was also the first time in more than 30 years that all 18 railway unions had bargained together in one united front.

The terms, effective January 1, provide for a 15 per cent wage increase plus a lump sum payment of $350 to compensate for losses to inflation in 1974. A cost of living clause ensures that further increases and adjustments will be made this year should the average annual rate of inflation exceed 10 per cent.

The initial 15 per cent pay increase for 1975 includes a wage increase of 23 cents an hour for all employees—equivalent to a 5 per cent general wage increase—and a 10 per cent increase on all basic hourly, daily, weekly and mileage rates of pay in effect on December 31, 1974. Other improvements include a 5-cent-an-hour increase in evening and night shift differentials, extension of the 2 per cent per year of income pension formula to service prior to 1956, longer vacations, and improved sickness and insurance benefits.

New Labour PR Director

Murray Mosher, Photo Features

John W. MacLeod, 52, has been appointed Director of the Public Relations Branch of the Canada Department of Labour.

A former business writer, MacLeod began his career as a free lance for various financial and trade magazines. Later he joined National Business Publications Ltd. where he served as executive editor of several periodicals, including "Canadian Oil and Gas Industries" and "Canadian Mining Journal".

In 1958, MacLeod joined the Department of Mines and Technical Surveys and, in 1966, became assistant director of Public Relations of the new Department of Energy, Mines and Resources. He moved to Labour Canada to fill a similar position last year.

MacLeod's special assignments included the chairing of a Public Service Commission board to appraise junior and middle-level information officers, assignments to the Privy Council Secretariat as Chief media officer for federal-provincial conferences of first ministers, and a session as director of the public service orientation course for incoming information officers.

A graduate of McGill University, MacLeod is accredited by the Canadian Public Relations Society.

NABET Reorganizes

Canadian members of the National Association of Broadcast Employees and Technicians (NABET) have set up their own "international" union while retaining close ties with their American colleagues.

The two national groups will continue to share the same name and seal, and will hold a joint one-day convention every four years. But each group will govern itself with its own international officers and constitution. A new panel called the Multinational Executive Council will deal with matters of common interest, but only in an advisory capacity.

NABET's split into two autonomous international unions affiliated within a "multinational" structure could become the model for similar reorganizations by other unions with Canadian segments striving for control of their own affairs.

Union-Run Dental Clinic

The 400 members of the United Steelworkers union in Faro, Yukon Territory, have built what is believed to be the first union-run dental clinic in Canada. The union has allocated about $20,000 a year to help convert a vacant store into a clinic and to bring in a dentist. Members of the Steelworkers' local in the mining town have also supplied volunteer labour.

Anvil Mining Corporation, which operates a lead, silver and zinc mine in the vicinity, has contributed another $20,000 for building materials and has supplied a trailer-home for the dentist and his wife. Under the union's dental plan with Anvil, up to 75 per cent of the cost of dental work is paid through insurance.

Greek Legislation

Premier Constantine Karamanlis of Greece has abolished all anti-trade union legislation enacted by the military junta that seized power in 1967 and was overthrown in 1974. All rights in accordance with ILO Conventions previously accepted by Greece have been re-established.

Romeo Maione—Appointment

Thomas Studio, Ottawa

Romeo Maione has been appointed by the Public Service Commission as Director of the Non-Governmental Organizations Division of the Canadian International Development Agency, CIDA President Paul Gérin-Lajoie has announced.

Mr. Maione joins CIDA from the Canadian Labour Congress where he was Director of its Department of International Affairs.

U.S. Coal Miners

Coal miners in the U.S. have approved a new three-year contract providing for a 64 per cent increase in wages and benefits. The settlement, richest in the union's history, ended a 24-day walkout that began November 12 when an old agreement with the Bituminous Coal Operators' Association expired. The terms provide for a 10 per cent wage increase the first year, 4 per cent the second and 3 per cent the third, plus a cost of living escalator clause. Other benefits include job-upgrading, greatly improved pensions, paid sick leave, and new safety provisions. It was the first contract ratification by rank-and-file union vote in the United Mine Workers' 84-year history. In the past, only union leaders approved contracts.

New Special Assistant

Gordon McCaffrey, Assistant Legislative Director of the Canadian Labour Congress since 1969, and a former university lecturer and journalist, has been appointed a Special Assistant to the Minister of Labour, Hon. John C. Munro. Mr. McCaffrey will advise the Minister on trade union and policy matters and act as news media consultant.

At the CLC, Mr. McCaffrey was active in a wide variety of trade union activities in the federal as well as provincial jurisdictions. From 1969 to November 1974 he was Secretary of the CLC Maritime Committee, which co-ordinated legislative policy for shipping and longshoring unions concerned with the coasting trade, the establishment of a Canadian merchant fleet, marine manpower training and safety, and hours of work. He was a member of the National Design Council and the Canada Pension Plan Advisory Committee. He represented the Canadian labour movement at meetings of the OECD in Paris in 1973, and the ILO Latin Regional Organization in Mexico in 1971. He was a frequent guest speaker at conventions of provincial public employees, and of business organizations as well as trade unions. Among his publications were papers on industrial democracy.

A graduate in political science and economics, with B.A. and M.A. degrees from the University of Toronto, McCaffrey lectured in Canadian government and politics at York University in Toronto for two sessions, 1967-1969; and in industrial relations at Carleton University in Ottawa for two sessions, 1970-1972.

From 1959 to 1967, McCaffrey was a staff writer and photographer with the *Toronto Star*. He was a business and finance reporter for four years, before being named labour reporter in 1963. At the same time he was a frequent commentator, specializing in labour affairs and public policy, on CBC radio and television as well as on CFRB, Toronto. Before the *Toronto Star*, he worked with Reuter's news agency in London and *Saturday Night* in Toronto.

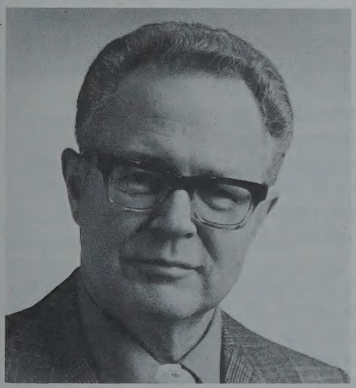
Ontario Women's Bureau

Marjorie (Marnie) Clarke became Director of the Ontario Women's Bureau on November 12. Educated in Canadian Studies and Adult Education, she has served since 1971 as Director of Toronto's Humber College

Centre for Women, has done extensive volunteer work with the Elizabeth Fry Society, and is a member of the Canadian Committee on Continuing Educational Needs of Women.

Nugent to B.C. Dept.

Photothèque



Jack E. Nugent, for the past nine years editor of *The Labour Gazette*, has been appointed director of information for the B.C. Department of Labour. He is the first incumbent of the newly created position.

Prior to his tenure as editor of the Gazette, Nugent was information and PR officer for the department's Labour-Management Co-operation Service—now the Union-Management Services Branch. Before joining the department in 1958, he was founding editor of "Flight Comment," published by RCAF headquarters in Ottawa.

Nugent came to the public service from the business sector—the Nugent Corporation of Canada, Ltd., and the advertising and promotion department of Procter and Gamble.

"Ernie" Abbey

J.E. "Ernie" Abbey, who served as Circulation Manager of *The Labour Gazette* from June 1958 until October 1970, when circulation became the responsibility of Information Canada, died January 8, three days after his 60th birthday. He had retired from the Department for health reasons in May 1974.

CSAO Settlement

A strike that would have involved about 20,000 Ontario public service employees was avoided when members of the Civil Service Association of Ontario (CSAO) voted December 30 to accept the government's offer of a 21.5 per cent pay raise over a one-year period. Correctional officers will receive a 23.5 per cent increase.

Under the settlement, workers will receive an average hourly raise of 92 cents, which would mean a yearly hike of $1,910. Electricians' yearly salaries moved from $10,920 to $13,268; annual salaries for building cleaners and maintenance workers were raised from $7,592 to $9,224.

Reacting to criticism from some quarters that the pay hike was inflationary and an unwise precedent, Eric Winkler, chairman of the management board of cabinet in Ontario and the minister responsible for civil service bargaining, stated: "The settlement for the operation group is not inflationary. If we extended the same pay increase to administrative or scientific people earning $19,000 annually or more, then it would have been inflationary."

Winkler intimated that the province can be thankful that it resisted the CSAO's earlier demand for a cost of living allowance. "We could have settled for less straight money, but once a COLA gets established in one group, it is only a matter of time before it spreads to the rest and no one really knows just how costly that could be."

Company Liability Upheld

The U.S. Supreme Court has handed down a decision greatly increasing the vulnerability of companies to industrial health suits: the justices upheld an award of $79,000 to the widow of an insulation worker who died of a lung cancer caused by asbestos. Companies in the industry say that the precedent will have an immediate impact on 29 similar cases now pending and could spur suits from 20,000 or more workers who have been exposed to asbestos dust.

The decision is also expected to affect other industries. Likely targets are the big chemical manufacturers, and lawyers are planning how to use the case against producers of vinyl chloride, benzene, glass fibers, talcs and silica.

The case was brought by Clarence Borel, an insulation installer from 1936 to 1969, and continued by his widow. Borel did not sue the companies he worked for but rather their suppliers, 10 large companies that supplied the asbestos insulation he installed in ships, oil refineries, and chemical plants over those 33 years.

Generally speaking, a manufacturer is not liable for damage caused by the products he sells unless they are defective or unreasonably dangerous, i.e. involving a risk that outweighs the benefit. Because asbestos was the only known high-temperature insulation in existence during most of the time Borel was working on it, it would not normally be so described. But Judge John Minor Wisdom ruled: "The product could still be unreasonably dangerous, however, if unaccompanied by adequate warnings. An insulation worker, no less than any other product user, has a right to decide whether to expose himself to risk." Moreover, the warning must be so explicit that the worker really understands it, Wisdom said.

The milestone decision extended employers' liability in other ways. (1) A supplier of a material *known* to be dangerous was found to have special obligations beyond existing safety

standards. (2) All the companies supplying the insulation liable for Borel's illness were held responsible regardless of how much each company contributed to the disease. (3) The statute of limitation defining the last date on which a suit could be filed was held to run from the time Borel's doctor discovered the disease, not from the time of injury, which could have been as much as 20 years earlier.

A number of lawyers believe that the new legal standards will oblige manufacturers to do much more research on the safety of their products.

U.S. Labor Happy After Elections

American unions, which poured record amounts of money and manpower into last year's congressional election campaigns, are now hoping to see congressional enactment of a labour-backed legislative program.

"For organized labor, the 1974 elections produced what could become the most sympathetic Congress since the days of the Great Depression," commented *U.S. News and World Report*. "In terms of legislators elected with union support, the sweep was the biggest on record." Of the 33 Senate candidates endorsed by the AFL-CIO Committee on Political Education (COPE), 25 won. When added to the 36 senators with pro-labour voting records who did not have to stand for re-election, this brings to 61 the number of senators friendly to labour interests on many issues—a net gain of five from the previous Congress. In House races, 270 of the 388 COPE- endorsed candidates won, bringing to 279 the number of House members considered friendly to labour- backed proposals—a net gain of 60 friendly Representatives over the last Congress. At the State level, COPE gave its backing to 33 candidates for Governor and saw 27 of them elected. COPE reportedly spent more than $1.7 million to elect House and Senate members. Many more millions of dollars came from members of individual unions and their locals. Additional help was given by union members and employees in campaign efforts.

Labour leaders around the U.S. are now mapping legislative priorities to take advantage of the election sweep. These are expected to include national health insurance, restrictions on foreign trade, tax reform, unemployment relief, tough enforcement of safety and health laws, and guaranteed collective bargaining rights for state and local government workers.

Four-Day Week Vetoed

Workers in a Chrysler Corporation parts depot in Tappan, New York, voted recently to end the only four-day workweek in America's auto industry. The experiment, which lasted only 60 days, placed the plant among the estimated total of 12 per cent of U.S. companies that had gone back to the traditional five-day week after having tried the shorter version.

The union said the workers voted 82 to six to end the program. The majority reportedly disliked the job rotation made necessary by the compressed workweek. A union spokesman said abandonment of the experiment was another piece of evidence against the theory that workers need more job variety. Another spokesman said the experiment was ended because it came with too many strings and workers found that they were losing rights that had taken years to negotiate.

USW Leader Needed

I.W. Abel, president of the United Steelworkers of America retires in 1977 and the search is now on for a new strong president to replace him. Abel, 66, and Secretary-Treasurer Walter J. Burke, 63, will be prohibited from running for office again in 1977 by a candidate age limit of 65.

Abel is the last of the USW's original executive board members, the founding fathers and organizers of the 1930s. The next president and secretary-treasurer of the 1.4-million-member union will probably be chosen from a younger generation of unionists on the USW's 28-man executive board. Abel reportedly has no intention of handpicking his and Burke's successors. Instead, his administration over the next year will try to obtain unanimous support on the executive board for two of its members to fill those top posts.

In the running is Vice-President John S. Johns, 59. But in the view of many unionists, reports *Business Week*, his chairmanship of the USW's biennial convention in September—at a time when younger, more articulate rank-and-file dissidents are coming to the fore —left something to be desired.

"The new leadership of the union most likely will come from among the 22 district directors in the U.S.," the magazine noted. "Some rank and filers undoubtedly will try to run, but few, if any, have the political clout necessary to obtain the more than 130 nominations by local unions required to get on the ballot. It is also possible that some appointed staff members will try to build political bases between now and the fall of 1976, when nomination meetings will be held."

Executive Dropouts

The number of management and professional people who give up promising careers to find new ways of earning a living is growing into a definite problem for the business world, reports *U.S. News and World Report*.

In the past two decades, the percentage of top officials changing

careers has doubled, according to Dr. Eugene Jennings, professor of management at Michigan State University. Jennings reports that the number of executives who not only left their jobs voluntarily but also changed careers grew from 12 per cent in the years 1948-53 to 25 per cent in 1972-73. The "dropout" problem, say company officials, is robbing them of some of their most innovative and talented personnel.

Personnel experts say that the dropouts are part of a growing pool of restless managers and professionals who are financially secure but dissatisfied with their current jobs. *U.S. News and World Report* quotes Edward D. Rowley, director of alumni placement at Harvard business school, as saying: "We are seeing more and more people in their 40s and beyond who begin to ask questions about whether they should continue to do what they've been doing, or take a sharp turn." Many who make the change say they are less concerned with getting salary increases than with finding a job that they can take pleasure in performing. Also seen as a cause of dissatisfaction is the feeling that corporate policies often aim at maximizing profits without regard to the careers of even top executives.

Some employers, concerned about unrest within their organizations, are granting paid leaves of absence—sabbaticals—to overworked key personnel to help them rekindle their creative abilities, reports *U.S. News and World Report*. Other firms are adopting career plans, with regular promotions and pay raises for employees who continue to achieve. "Yet rising numbers of men and women are accepting loss of pay and great personal sacrifice to change careers," the magazine observes.

ILO Training Project

Work began on November 1, 1974 on a four-year project designed by the International Labour Office to streamline vocational training patterns in developing countries, and ultimately to help raise living standards there.

The $1,200,000 research and development project is being financed by the Swedish International Development Authority and carried out by four ILO specialists and 17 consultants working in collaboration with national training institutions in Africa, Asia, the Middle East and Europe.

Their task, to prepare the way for new national training systems, marks a significant departure from traditional concepts. Such systems will enable workers to train for a job more quickly, and will produce a labour force that matches a country's needs.

The underlying idea is to use self-contained units of training, or modules, which can be put together to form any combination of units to suit any training situation. But whereas other modular systems normally use training time as the basis for their units, the ILO system uses the working skills needed in the performance of a job.

The key problem is to identify the individual skills involved in a given occupation. ILO training specialists working on the new project will carry out studies for this purpose, in consultation with national authorities. Where necessary, videotape recordings will be made at the workplace and analysed at ILO headquarters in Geneva to determine what variations of skill occur in practice. As a result of this research, the ILO will be able to produce training packages and standards for performance tests for a large number of widely needed skills.

"The potential impact of the new system is enormous," said Horst Quednau, former Chief of the ILO's Human Resources Development Department, who will be the Technical Co-ordinator of the project. "The worker who trains to acquire a module of employable skill will normally be able to obtain a job sooner than if he followed a traditional training course, because subjects less relevant to the immediate job would be left out.

"This makes training less costly, too. But the worker remains free to train for further modules to become more skilled, or to adapt his skills to new needs. Moreover, a country using the ILO approach can tailor training to its immediate economic situation, and can adjust the system as its needs change—to cope with advancing technology." National and international seminars will be held to explain the ILO system to senior vocational training officials from African, Asian, Latin American and Caribbean countries.

AFL-CIO To Run College

U.S. labor leaders are setting up their own college to train unionists to negotiate as skilfully as the highly trained experts that companies send to the bargaining table. The college, bearing the name AFL-CIO Labour Studies Center, is located on the outskirts of Washington, D.C. The college buildings and a 47-acre campus were bought for $2.5 million from a Catholic order, and a further $4 million has been spent on modernization and expansion.

The Center's operating budget—currently set at $747,000 a year—is likely to go higher with expanded programs. Students from national affiliates of the AFL-CIO will come to study labour law, arbitration of grievances, and pension, insurance and occupational health programs. Other classes will teach unionists how to outwit companies in contract negotiations and how to spot violations of health and safety rules. The curriculum will also include special seminars on broad social and economic issues, on corporate power, environmental problems, and labour's role in international affairs. The Center

has dormitory and dining facilities for 50 resident students, but a planned additional dormitory will take in 60 more.

The labour movement has become so complicated, said the Center's executive director Fred K. Hochler, that the old union "seat-of-the-pants" education is no longer adequate. Unionists need a broad education in the many new issues that they deal with.

Dental Care

Saskatchewan's pioneer program to provide free dental care for children has attracted widespread interest among workers and employers in the U.S., where there is a stepped-up drive to include dental care insurance coverage in union contracts. Two unions, the Auto workers and the Machinists, have already won dental care programs.

Unlike U.S. dental care plans, which are paid for by employers, the Saskatchewan project is government-operated. It uses a nucleus of dental nurses and assistants supervised by 25 government-employed dentists to provide dental service for children. Officials expect more than 90 per cent of the 15,000 eligible youngsters to enrol in the voluntary program. First-year costs have been estimated at $3.9 million, but that figure could climb steeply in 1978, when all 140,000 children under 12 will be covered.

Initially, some 214 clinics will be set up in elementary schools and will be visited regularly by teams made up of a dentist, two dental nurses and four assistants. Dentists examine each child, prescribe treatment and handle the more serious problems. Nurses perform such relatively simple tasks as doing fillings and extracting baby teeth. Assistants clean teeth and give instructions in preventive care.

Feedback

Responses to Labour Peace Commission Proposal

British Columbia

Thank you for (sending me the) paper by Ed Finn suggesting a new approach to bargaining, at least in the public sector (LG,Nov.,p.767). You request my reaction to Mr. Finn's thesis in the form of a letter, which quite frankly is a difficult task.

At the outset, may I say that Mr. Finn is an extremely articulate and lucid writer, as well as a provocative thinker. Although a lengthy and detailed discussion could well flow from Mr. Finn's thesis, I shall strive for brevity as a consequence of your request.

Quite frankly, I find Mr. Finn's analysis of the industrial relations picture extremely accurate and succinctly put. However, I am not impressed by his recommendation for a Labour Peace Commission, either in terms of approach or structure. Those who were familiar with the Mediation Commission of British Columbia some years ago will probably recognize my apprehension at the recommended structure. Further, it seems to me that the mitigating influences which Mr. Finn seeks to develop against the strike weapon can well be developed under the existing structure of bargaining. While I do not argue with the need for more sophisticated analysis of the economic dynamics of bargaining, I strongly doubt the necessity of diluting the economic strength of one party to accomplish this goal.

While a major difference between Finn's proposal and the B.C. Mediation Commission was that the Commission had authority to give binding decisions, the practice was that more than half of its opinions were non-binding. The Mediation Commission was established, as Finn proposed, as an impartial agency for determining what constitutes "fairness and adequacy" in pay and working conditions for firefighters, police, hospital workers, and other public employees in the province.

In his earlier article entitled "The Adversary System is Dead—But It Won't Lie Down", Ed Finn cogently argued that a "co-operative bargaining system" should be preferred over the present adversary model. This made sense, and we are attempting in British Columbia to move in that direction by first changing the attitude toward industrial relations through positive programs and labour legislation aimed at the causes of industrial unrest, rather than at the effects or symptoms. However, one must question why a tribunal with arbitration-like powers, as Finn suggests, will bring us closer to the utopia of co-operation.

It is my view that there is no panacea for establishing responsibility at the bargaining table. Rather, there are positive aids which government increasingly must provide to ensure that the potential for responsibility and sophistication exists. In the final analysis, it is my view that the withdrawal of the strike right is no guarantee that work stoppages will not ensue.

The Honourable John Munro has, in my opinion, accurately commented upon the Australian system of compulsory arbitration in relationship to Canada's free collective bargaining structure, which includes the right to strike. Indeed, in our own nation, we are daily witnessing the exercise of strike action where no such right exists in law.This would indicate to me that the positive factors which Mr. Finn seeks to impose at the bargaining table could be equally as effective whether or not the strike right was tampered with.

Finn documents the weaknesses of the adversary system of collective bargaining, but then proposes an arbitration-like tribunal as the remedy. Where is the connection between the disease and the cure? How will a three-person commission "determining what constitutes fairness"—which is an adjudicative function—reduce the adversary nature of industrial relations? The one saving virtue of the propsal is the suggestion of Karl Goldenberg as the Chairman; but even this esteemed arbitrator should not be placed in the position of trying to achieve the impossible.

Under these circumstances, I would commend Mr. Finn for his extremely capable analysis of collective bargaining in Canada, without embracing his total remedy for the future.

W.S. King, Minister of Labour.

Alberta

As requested, I offer the following comments by way of reply to the interesting and provocative article authored by Ed Finn and published recently in your journal. It is most appropriate at this time when, to varying degrees, all our respective jurisdictions are experiencing or facing difficult times in the field of labour–management relations that we join in this dialogue not only to define more clearly the nature of the problem, but also to address ourselves to the search for an effective solution. To be sure, the extent of the problem and the commitment to a response will vary among our respective juridictions. However, an exchange of views and the development of this dialogue will augur well for Canadian labour–management relations and be of direct benefit to all concerned.

Turning to the substantive matters set out in Mr. Finn's excellent paper, there are two areas that I have selected by way of response. The first relates to the emphasis placed on the adversary concept in collective bargaining and public policy, and the second to the proposed solution in the form of the Labour Peace Commission.

While the evidence does indeed support a recent polarization of labour and management interests around the adversary concept, I am not at all sure that such an observation should be placed at the feet of public policy. On the other hand, the adversary relationship rose long before the enactments of public policy. Indeed, it seems to have sprung from the birth of industrialization itself. In addition, and recalling the evolution of the Canadian public policy system and its major principles since its introduction in the late 1800s and the turn of the century, our history of public policy development seems to support quite the opposite conclusion. The introduction into the labour-management relations scene of concepts such as conciliation and, more latterly, certification and compulsory collective bargaining, was in response to the pre-existing adversary "trial by combat" labour-management relations scene in Canada. Indeed, the whole collective bargaining system was designed to replace the settlement of differences through "trial by combat" with direct negotiation between the parties and this approach was supported by public policy. It seems to me that public policy supportive of direct negotiation between the parties as the mode of settlement places less, not more emphasis on "trial by combat" or the strike technique. Paradoxically, as we know so well, collective bargaining uses the threat of "trial by combat" to avoid "trial by combat." Clearly, should the collective bargaining process fail, then "trial by combat" necessarily follows. Rather than a diagnosis of current problems based on the rise of the adversary relationship and the enactment of public policy to support it, I suggest a possible deterioration in the effectiveness of the collective bargaining process. As a result of its ineffectiveness we are experiencing increased reliance on its predecessor, that is, "trial by combat" and the adoption by the parties of the adversary attitude.

While I have difficulty accepting Mr. Finn's diagnosis on the causes of industrial unrest, there is merit in his Labour Peace Commission proposition. Not for reasons relating solely to his concerns with the adversary concept in both the private and public sectors, but because it is supportive of an effective collective bargaining process. Indeed the challenge in contemporary labour-management relations is the maintenance of a successful collective bargaining process. Collective bargaining is a process specifically designed to bring forth settlements or accommodations between labour and management over matters of wages, hours, and working conditions. If it is not doing this, then it is not doing the job for which it was designed and its legitimacy should be seriously questioned. If it is not effective in avoiding a "trial by combat" situation we must find out why and the direction of our prescription should be focused on seeing to it that it does. If we focus not on the rise of the adversary mentality but on the possible breakdown of the collective bargaining system, it opens up a great number of possible explanations. It may be a lack of expertise and sophistication on the part of those who employ the system. It may be the extremely difficult nature of the issues currently in dispute. In any case, the need is to identify whatever causes there may be and develop meaningful and effective programs by way of response. I pose the question: Should our concerns and efforts be directed at the strike or other acts of "trial by combat" or should we be directing our attention to establishing the integrity and effectiveness of our collective bargaining system? Recognizing that the work stoppage follows upon the failure of collective bargaining to provide a settlement, and recognizing our long history of public policy commitment to collective bargaining rather than "trial by combat" and the work stoppage as the method of settling labour-management differences, I look for the solution not in the context of the narrow issue of the strike problem but in the context of the establishment of an ever effective collective bargaining system.

A.E. Hohol
Minister of Manpower and Labour.

Saskatchewan

I write in response to (the) letter addressed to the Ministers of Labour of Canada and the provinces (LG,Nov.,p.767).

I think that your letter correctly describes the difficult straits in which Ministers of Labour find themselves in these inflationary times. In 1974 in Saskatchewan, we have already reached a new high in man-days lost

on account of strikes, and I expect that we will continue to have difficulties through 1975 and, perhaps, into 1976. I think you are also right when you make the point that the "pecking order" as between certain unions and various classes of workers in society has become upset to the point where many of the neat assumptions of yesterday are now irrelevant and outdated. We can no longer assume that the relationship between wage levels will remain the same as they have in the past.

I was impressed to notice that you reject the conventional and doctrinaire solutions that are usually made to us, such as compulsory arbitration, restrictions on the right to strike and the like. I agree with the arguments that you make with respect to these concepts, which in my opinion are simplistic and ineffective.

You have suggested that each of the jurisdictions establish a "Labour Peace Commission" which would, among other things, provide definitive statistics on the basis of which voluntary settlements can be concluded in the public sector. You will understand, of course, that the collection of statistics and information relating to wages and working conditions on a scientific and objective basis has been an important activity in a number of labour departments for some time. You will know of the efforts that have been made in this connection in the Canada Department of Labour and you may also be aware that this has been a priority over the past few years in the Saskatchewan Department of Labour. However, you may be making an important point when you suggest that these statistics ought to be developed by a commission of outstanding people who are not civil servants but who have a degree of independence that would guarantee the objectivity and authenticity of the statistics that they publish.

I know that you are aware that public servants in Saskatchewan have had access to collective bargaining on the same basis as employees in the private sector since the inception of collective bargaining in this province following the Second World War. Similarly, employees in Crown corporations have had the same sort of access to the adversary system of collective bargaining. It is interesting to note that up to the present there has never been a full-scale strike in the public service proper. There have been strikes in some of the Crown corporations but these have tended to be of short duration and have not been unduly harmful to the public. During a previous administration, one strike in a Crown corporation was settled by compulsory arbitration under what was referred to as Bill 2, which has since been repealed. It was a demonstrably unworkable concept in Saskatchewan.

Of course, we are not faced with a rapidly changing situation having regard to the extremely high rate of inflation in this country and the changing attitudes mentioned in your letter. Whether this will result in public service or Crown corporation strikes in Saskatchewan in the next few years remains to be seen, although I certainly recognize that such strikes are more likely to occur given the existing state of affairs. As I write this letter, the possibility of an imminent strike in the Saskatchewan public service in support of a claim for a cost of living adjustment is a very real possibility.

Your idea that the Commission could, if necessary, establish recommended terms of settlement where the parties are unable to negotiate settlement is a good suggestion. I will certainly consider the idea and its implications very fully. As you point out, it would certainly put a heavy onus on the parties to accept the recommendations as a basis of settlement unless they could prove them to be unfair or inadequate.

I think your letter is a welcome initiative on a very difficult subject. Your suggestions steer away from the unworkable solutions with which we are constantly being assailed and attack the problem at a different and more practical level. For that you are to be complimented.

Gordon T. Snyder
Minister of Labour

Celebrating 75 years of service
Au service des Canadiens depuis 75 ans

Department's 75th Anniversary Year

TIME FOR RE-EXAMINATION OF PROGRAMS —EBERLEE

The Department of Labour's 75th anniversary year will be a time for introspection, re-examination, and implementation of program and organizational changes, in the view of T.M. Eberlee, Deputy Minister of the Department.

In a recent interview, Mr. Eberlee said the Department's basic foundations and roles have come under scrutiny, especially in view of our rapidly changing environment. What should be the basic concern of the Department? What distinct roles would these new foundations and concerns demand?

"What new roles do I see for the Department? Let's assume that the Department of Labour has a role in life which is represented more or less by its current activities. We should be exercising and extending that role more effectively, both with existing programs and with the external world," Mr. Eberlee stated.

"We should be influencing policy affecting the labour force, but which is promulgated by other departments. The Department of Labour's concern is the labour force. Within this area, I believe that 1975 will mark the beginning of an effort to find some different approaches to collective bargaining. This effort will begin with joint consultation among the Department, labour, and management: a tripartite industrial relations council. With the council, and through other means, we will be trying to make certain structural changes that will tend to reduce the existing highly decentralized bargaining arrangements which in themselves create conflict and chaos."

In the view of some people, Labour does not have enough policy development input in areas that exert an impact on the labour force, said Mr. Eberlee. "Perhaps the Department's current role does not adequately encompass its proper area of interest; perhaps the Department is perceived as taking a passive rather than an active role.

"In other words, should the Department be involved in policy formulation, or should it be primarily administrative in nature? Should it be involved in both areas? Should it be promoting—as well as just protecting—the interests of working Canadians, the individual's right and opportunity to gain employment, the development of adequate employment opportunities, the assurance of social and physical well-being in relation to the job, and the right of working people to a fair return for their efforts? These are questions we are asking."

What about highly decentralized bargaining? North American bargaining is decentralized, in Mr. Eberlee's view, because it occurs on a company-by-company, union-by-union basis. As an example, he cited the airline industry, where a company can face five or more bargaining situations, meaning five or more possible conflict situations.

And one union will bargain with several companies. "This makes things difficult for the unions, for the company, and for the government. I can see the desirability of structural changes that will tend to consolidate bargaining. The changes will probably occur on an industry-wide basis. The recent contract signed by 19 railway unions with their employers is a very favourable step toward rational consolidation," he suggested.

"We will either get into a real crunch in Canada—as Sweden did in the 1930s—and then develop a system designed to meet our needs, or we will implement such a system beforehand, before the crunch," Mr. Eberlee continued. "Sweden's system calls for bargaining to take place at the top: high-level union and management officials meet, strike the bargain, and apply it right down the ranks of that particular industry. This does not take away from the unions in individual companies, but merely changes their emphasis.

"A union existing solely to fight for a monetary deal for the small number of employees it represents, is so totally occupied with this role that it has no time to consider the social and economic effects of the settlement; even more important, it doesn't adequately represent employee interests in the areas of 'humanizing the working environment' and so on. Consolidation would put things in perspective."

The evolution of dispute—settlement techniques and of alternatives to strikes could have been more rapid, Mr. Eberlee acknowledged, and he wondered whether now is the time for the Government to act as a catalyst in these areas. Instead of merely viewing its role as peacekeeper and guardian of the interests of union, management, and the public, in the near future the Government will also be looking at the results of collective bargaining. It will be interested in the economic shares that society's various elements are taking or receiving, looking at the actual slices of the pie rather than at the techniques used for cutting up the pie.

"I can see the federal Department of Labour acting not only as mediator, but being part of the machinery of government designed to make sure the economic pie is divided equitably. The collective bargaining system as we administer it does not exist just for the purpose of maintaining peace. There is labour peace in certain European and Asian countries, but our system does not operate at the point of a gun. It does operate for the purpose of dividing up and sharing the economic pie," contended the Deputy Minister.

He said he can foresee much more government activity directed toward influencing labour and management to reconsider their on-going relationships in the quest for long-term maturity, in addition to assisting them in achieving new collective agreements. "It scarcely needs to be pointed out that if union-management day-to-day relationships are bad, there won't be much success in finding or applying new dispute settlement techniques. To improve industrial relations, the Department will convene its tripartite council to encourage joint consultation on common problems.

"I believe labour departments should not only be trying to influence a greater humanization in the working environment, but they should also be dragging the parties into consultation for advance agreement on a better bargaining program for a particular round of negotiations. We've been far too laissez-faire; in too many cases we sit around and wait for the making of a conciliation application before becoming involved. But the conciliation application signals that the crisis is almost upon us. Not much in the way of constructive alternatives can be suggested or tried at that point," declared Mr. Eberlee.

How much of a force is the so-called adversary system? "I think we tend to exaggerate the significance of the adversary system," Mr. Eberlee answered. "I think unions and companies recognize that they have a common interest. The conflict system has been developed to make the decisions about how the results of company activities will be shared. Conflict is inevitable. What we need is to keep that conflict from destroying one side or the other-or the public."

There are a few industries where labour and management accept the fact that there exists a state of armed truce or open warfare, he said. Is this due to the nature of the unions or the companies? Perhaps it is due to both: one acts, the other reacts, and the net result is a relationship resembling a class war.

"But this situation is confined to certain industries," Mr. Eberlee said. "You can have good, solid, honest collective bargaining without having a situation where union and management mistrust each other. If there is no trust, this is a style problem. When there is an authoritarian atmosphere—and you can have authoritarianism from both union and management—that's when the adversary system comes into play. I don't think our collective bargaining system creates this; I think it's the way we use the system."

Asked about the future of industrial relations, Mr. Eberlee said that recent labour unrest was partly brought about by double-digit inflation that makes conflict inevitable. Industry-wide bargaining would help alleviate this. If the current decentralized system was more consolidated for the actual bargaining, the need for strikes would be minimized. Psychologically, he said it would also be easier to opt for

voluntary arbitration, as the United States steel industry has done: workers at one plant would know they would be getting the same settlement as workers in a competitor's plant. And part of the 'quid pro quo' would be management's changing its attitude and the way it approaches its employees.

"But I do not see how we can achieve much in the industrial relations area in this country until people generally accept trade unions and collective bargaining as the legitimate institutions they are," Mr. Eberlee summed up. "They are pillars of our socio-economic order, even though they may be run no better than other institutions. It never ceases to amaze me how many people still barely tolerate collective bargaining as a new-fangled invention of the devil, when they have no difficulty with a whole range of less-essential institutions.

"In the final analysis, what we face is a serious understanding gap which we have to bridge."

—Ted Weinstein in
Teamwork in Industry, Jan. 1975.

AN ECONOMIST'S FORECAST FOR 1975

by FREDERICK STAPENHURST

In 1974 the Canadian economy was operating close to capacity and an increase of 4 per cent in gross national product was achieved. The unemployment rate remained high at over 5 per cent, however, and significant weaknesses emerged in some sectors of the economy, indicating that Canada is now balanced on the edge of recession.

The prospects are for a period of slow growth until late 1975 or early 1976, although certain sectors, industries and regions will continue to expand rapidly. Inflation remains a serious problem, and there is little prospect for some months ahead of a significant reduction in the rate of inflation.

One of the major policy problems will be to keep the deepening U.S. recession from crossing the border. Already the slowdown in the U.S. and Canada's two other major trading partners—Japan and Britain—has boosted unemployment in the automotive and lumber industries, while the recent federal tax changes on income from resource production are causing a major cutback in oil and gas exploration. Manufacturing activity will be subject to conflicting forces. There is likely to be a continuing high demand for construction materials, such as steel and concrete, and for heavy industrial machinery and equipment, reflecting a high level of capital investment. But consumer goods manufacturers will probably see a decline in sales of household products, particularly durables, because of the slowdown in housing construction. Overall, real output is expected to rise by about 2 per cent above last year's.

Unemployment

Accompanying this slow economic growth will be an increasing rate of unemployment, which will peak at 7.4 per cent in the fourth quarter of 1975 and average 6.8 per cent for the year as a whole, compared with 5.4 per cent in 1974. It should be noted, however, that unemployment rates did not even get down to the 5 per cent level during the recent economic upturn, compared with an extended period of well below 4 per cent in the period of strong economic growth in the mid-1960s. Hence, any prolonged economic downturn at this point could be translated into unemployment rates beyond anything experienced since the 1930s.

Unemployment rates have tended to go higher with each succeeding cyclical expansion *and* downturn, mainly because of the increasing amount of unemployment associated with increasing individual economic freedom and high job expectations. Thus, in times of economic boom, we have the paradoxical situation of an abundance of job vacancies in some segments of the labour market and an abundance of unemployed people in other segments of the market, but in times of economic recession we have superimposed on this situation a condition of cyclical unemployment.

Total employment increased by 430,000 in 1973 and nearly 400,000 in 1974—representing a net increase of 4-5 per cent. Because of the economic slowdown, employment is expected to increase by only 100,000, or 1 per cent, in 1975.

Inflation

High rates of inflation are expected to persist in 1975, with an increase in the Consumer Price Index of about 11 per cent, compared with nearly 13 per cent in 1974 and 7.6 per cent in 1973. In the earlier years, inflation was primarily externally generated; in 1973 by a surge in world commodity and food prices and in 1974 by oil price increases. But by the middle of 1974 these price increases had led to a wage explosion, and now inflation is primarily of a wage-push type. (World commodity prices have already begun to fall, and Canada has a temporary advantage in the energy situation, because it is self-sufficient in oil and gas; although food price increases remain high, it is hoped that good crops in 1975 will bring prices down.)

To the extent that inflation is generated internationally, it is desirable to reach some international agreement whereby co-operative control is established for the growth of international currency reserves and an agreement whereby nations do not demand too much of the world's productive systems.

In view of the proportion to which food expenditures comprise total consumer expenditures, to deal with the problem it is also desirable that there should be continued use of selective measures such as subsidies for some staple foods, measures to expand supply, tariff reductions and the removal of restrictions of food trade.

But to the extent that inflation is generated internally by wage-push pressures, it is desirable that some sort of incomes policy be adopted—either a Scandinavian-style social compact or a statutory policy as in countries where unions lack the will or the power to keep the compact. Some right-wing economists believe that the coming recession will be more effective in dampening wage-push inflation, since few workers will want to risk their jobs by going on strike in support of high wage demands. In a study of the 10 major industrial nations between 1950 and 1969, Douglas Hibbs of M.I.T. showed a close correlation between high unemployment rates and low union militancy. But the same study showed also that this tendency may be counteracted by the militancy-inducing effect of declining real wages; for every 1 per cent drop in the rate of growth in real wages, the number of strike days lost will increase by an average of 59 per 1,000 workers. Furthermore, there is considerable evidence to suggest that the opposite does in fact occur. There was a near doubling in the number of strikes in major industrial countries between the five years 1963-67 and the five years 1968-72, despite the fact that unemployment rose in all countries except Italy and Germany. And as unemployment rises, there is always the danger of political strikes and demonstrations together with sit-ins at factories that declare redundancies.

The ability to control wage inflation will be vital in the event of a world recession. If Canada fails, she may find herself with more than her fair share of the industrial countries' balance of payments deficit and consequently have to accept more unemployment than competitive industrial economies.

Indexation

Several countries have decided that the best way to minimize union militancy, and hence arrest wage inflation, is to introduce or encourage indexation. Italy, Denmark and Belgium all have statutory indexation in some form, and in the U.S. more than a half of the workers in the big American unions now have some form of indexation. In Brazil, inflation was reduced from about 30 per cent in 1967 to about 15 per cent today without inhibiting rapid economic growth, and it is thought that it may be possible, through indexation, to gradually reduce inflation to near zero.

In a fully-indexed economy, the terms of all deferred payments, including wages, salaries, rents, interest and principal payments, insurance and pensions, are explicitly tied to a specifice price index, thereby guaranteeing the future purchasing power of these payments. Only transactions in which the purchase and payment are made simultaneously would be exempted. Thus, the purchase prices of most consumer goods and consumer durables would not be indexed, but the interest and principal payments on any consumer loans taken out to purchase these goods would be.

Indexation does not remove the causes of inflation; once the economy has adapted to indexation, the actual indexing, in and of itself, will not necessarily affect the inflation rate at all. However, it can help conpensate people for their losses in purchasing power resulting from rising prices, and it would reduce the adverse side effects that effective measures to end inflation would have on output and employment. These side effects would be reduced through the making of contracts with prices, wages and interest rates stipulated in *real* terms, not nominal terms, through the widespread use of escalator clauses. Thus it may be possible to break the "inflation-psychology" which Robert Stanfield talked about in the last general election campaign.

One of the major problems concerned with indexing is the actual construction of an index that would be acceptable to all groups and organizations as a yardstick for compensating the real or imagined inequities of inflation. It is important to adopt a single reference index, otherwise each group in society would seek out the specific index it

hopes would be the most favourable to it. The most widely advocated index is the Consumer Price Index. Doubts have been raised about the use of the CPI as the basis for indexation, because it is based on the expenditure patterns of urban families whose 1967 incomes were in the $4,000-$12,000 range and therefore does not reflect accurately the impact of price increases on other groups. However, although lower-income families do spend relatively more of their money on food, there is less difference in the impact of inflation on different income groups than the recent sharp rises in food prices might have suggested.

At present, about 90 per cent of all federal transfer payments to individuals are indexed. However, most provincial and municipal transfers outside Quebec are not, and, at the beginning of 1974, only 10 per cent of all collective agreements recorded with the federal Department of Labour had an indexing feature in the form of cost of living allowances.

International Trade

Rapidly rising prices have masked a decline in the volume of exports since early 1974. The key question with regard to exports is whether the U.S. and other industrial nations overseas will turn around from their present softening economic performance as mid-1975 approaches. Because of the balance of payments problems in virtually all industrialized countries, there is not likely to be a surfeit of new export opportunities. Moreover, the strength of Canada's balance of payments position prior to last year contributed to the appreciation since the end of 1973 of the Canadian dollar against other currencies; this has tended to make the export of price-sensitive products more difficult in the short run. The latter situation will be reinforced by the size of prospective investments needed for Canada's resource industries, but any attempt to fix the exchange rate at a level below what market forces produce would invite retaliation from our trade partners and would tend to increase inflationary pressures within Canada. This gloomy scenario for exports will be exaggerated by a levelling-off of grain exports due to transport problems and a cutting-back of oil exports.

Imports, on the other hand, are likely to continue expanding rapidly, especially since higher imports of capital goods may be expected in the coming year. The net result will be a further deterioration in the Canadian current account balance, with the deficit possibly going as high as $3 1/2 billion in 1975, compared with $1.2 billion in 1974.

Investment

Monetary restraint and strong inflationary trends around the world have raised world interest rates to very high levels. The tightening of credit markets that took place in 1974 curtailed some business activity, particularly housebuilding. Whether the stimuli directly provided in the budget, and to be supplemented by a significant step-up in CMHC activity, produce an early turning point remains to be seen. Although there is likely to be a rebound from the current low levels by the spring of 1975, the volume of on-site work as the year progresses will still be down from previous years.

Declines in housebuilding and the external trade balance should be offset by high levels of activity in business investment. Investment in new plant and equipment has risen sharply over the past two years and the preliminary investment intentions of the 220 largest corporations show a 30 per cent spending gain for 1975; total private and public investment is likely to rise by about 20 per cent. After a large and unexpected build-up of inventories last year, it is likely that this process will continue, providing further support to the economy as expanded production facilities generate an increased output at the same time as demand growth eases—with consequent slower price advances.

Consumption

In the personal expenditure sector, the most positive prevailing force is that the Canadian consumer continues to receive disposable income gains that exceed huge price increases. For as long as this positive factor is maintained, there will be a continuation of aggregate real consumer expenditure gains, but not in the magnitude of the 7 to 8 per cent typical of 1972 and 1973, or even the 5 per cent gain anticipated for 1974. A decline in expenditure on durable goods started in the third quarter of last year, but with the stimulus supplied by the November 18th budget, together with higher real wage gains, a significant rise in personal tax exemptions and the indexing of tax brackets, there will probably be momentum in the other categories of expenditure to more than offset this. Real consumer expenditure is forecast to increase by about 4 per cent this year, implying disposable income gains of 13-14 per cent in nominal terms. Although this is sub-par for Canada, it is well ahead of the spending performance in the U.S. and most other industrial countries.

Outlook

In conclusion, the economic prospects for 1975 are poor. Inflation will remain at a high level, although there are some indications that the rate will begin to decelerate later in the year. Unemployment will increase, and there are risks of a serious recession in both domestic and international economic activity. The basic questions about 1975 are the *degree* of weakness that will appear early in the year, and whether or not positive factors will reassert themselves sufficiently by midyear to arrest the current decline.

Frederick Stapenhurst is a Research Analyst with the Industrial Development Bank.

11th Annual Review, Economic Council of Canada

COSTS UP, PRODUCTION DOWN

Now that the Canadian economy is operating at close to capacity, efforts to spur economic growth above the potential rate of 5 to 5.5 per cent annually could intensify inflation without necessarily lowering unemployment, the Economic Council of Canada warns in its Eleventh Annual Review.

The Council, a federal advisory body, says that although inflation is attributable to external factors beyond the Government's control, in the long run it is "the result of inadequate national policies and inadequate international co-operation." The Council's review says Canada should aim for a rate roughly equal to the average annual inflation rate of its major trading partners. However, Canada could expect to perform better than other countries in the current very inflationary environment.

From late 1971 to late 1973, Canadian inflation was greater than the average for Canada's principal trading partners, but by early 1974, Canada's price performance was showing a marked improvement relative to that of other countries.

Anti-Inflation Proposals

Observing that food price increases have been major contributors to overall price inflation, the Council says, without elaborating, that governments should continue to use "selective measures" to increase food supplies and stimulate farm production, "rather than to adopt any general system of food-price controls."

A larger supply of savings would help to dampen inflationary pressure, the review suggests. In the present inflationary times "a high premium is given to consumption as against saving," the document notes. It recommends that governments "examine the feasibility of providing further incentives to personal savings."

The ECC notes that indexing of incomes and benefits can help to compensate people for the erosion in their purchasing power. "It is important, however, to keep indexation schemes simple, with everyone using the same inflation index." Although 90 per cent of all federal transfer payments to individuals are indexed, most provincial and municipal transfers outside Quebec are not, notes the Council's review. And at the start of 1974, only about 10 per cent of all major collective agreements recorded with the federal Department of Labour included cost of living allowances.

Unemployment

The Council maintains that a 4.5 per cent unemployment rate can be achieved by 1977. The agency is puzzled, however, by the continuing high level of unemployment. Although 430,000 new jobs were created in 1973—a year of rapid economic growth—the number of people without jobs dropped by only 42,000. "This puzzling phenomenon suggests the possibility...that there are factors that tend to keep the numbers of measured unemployed substantially higher than in the past." The Council is conducting a labour market study that it hopes will provide "further

useful perspective on the composition of unemployment."

Labour Productivity

The ECC report deplores the "highly disappointing" increase in labour productivity. The improvement in productivity recorded in 1973 was only 1.6 per cent compared with an average annual increase of 2.5 per cent between 1961 and 1972. The 2.2 per cent growth in output per person in manufacturing in 1973 "was not only poor but it was also substantially below what might have been expected in view of the strong 1973 increase in manufacturing output." The Council believes "there is a need for a careful inquiry into why the growth of labour productivity has slowed down, for many personal and collective aspirations depend upon its continued improvement."

Social Indicators

In addition to its general analysis and advice on the economy, the ECC for the first time examines housing, health and urban air quality as a step towards measuring the quality of Canadian life. A number of other "social indicators" are being studied.

The Council's review notes that 21 per cent of households in Canada are "excessively crowded" and recommends that governments provide "more effective incentives to encourage the renovation, improvement and enlargement of existing low-quality dwellings."

The Council compiled data on air pollution in 11 Canadian cities and says that a system should be established to measure air quality in the more than 40 cities with populations greater than 50,000. Among the cities studied by the ECC, Montreal, Windsor and Hamilton (in that order) had the worst air quality in the years 1971 to 1973. Edmonton had the best quality, followed by Calgary, Sudbury and London.

INDUSTRIAL DEMOCRACY

by HAROLD WILSON

Industrial democracy is a loosely used term covering anything from token participation in management committees to control of enterprises by workers. For the purposes of this article, I will define industrial democracy as "a process leading to self-management by workers, and the replacement of manager/ bosses by co-ordinators elected by, and responsible to, the employees".

Before you dismiss this as some kind of idealist's dream, let me assure you that the real dreamers are those who say that the traditional autocratic management structures can continue without serious problems. Those structures and related management techniques are inefficient, and destructive of human dignity. Their effect, and perhaps their intent, is not the control of work but the control of workers. (I am using "workers" in its broadest sense throughout this article.)

There is no doubt that the original intent of pyramid organizations was to control people at the lower levels. Pyramid or hierarchial organizations have their origin in military organizations, where soldiers were expected to risk their lives trying to kill unknown people for unknown reasons. Under those circumstances, if the soldiers had not been controlled, they would have done the sensible thing—gone home.

When the industrial revolution brought large-scale operations into business, the military approach to the control of people was brought to the factories. No one pretended otherwise.

When Frederick Taylor, the so-called "father of scientific management," promoted his ideas for fragmenting work into meaningless tasks, he was well aware that workers would have to be controlled. In fact, to simplify control he favoured hiring workers with subnormal intelligence. Modern management theories have not advanced much since then. The vocabulary has changed to reflect a more liberal attitude, but management theoreticians are more obsessed than ever with techniques for controlling employees.

Some of the techniques, such as Management by Objectives (MBO) and its variations, purport to rely on self-control, but anyone who seriously examines, or is subject to, these techniques knows that they are just another inefficient and ineffective way of enforcing externally imposed control on employees.

Other components of the control systems include endless (and often meaningless) rules, regulations, and definition of boundaries and lines of communication. In almost all types of work and in all levels of the hierarchy, workers soon learn that to do an effective job they must beat the control system. If they do not choose to divert some of their efforts to beating it they must accept the frustration of having to do a mediocre or poor job.

Job frustration leads to alienation, with its social and economic costs—alcoholism, shoddy goods, growing bureaucracies, and needless strikes and lockouts.

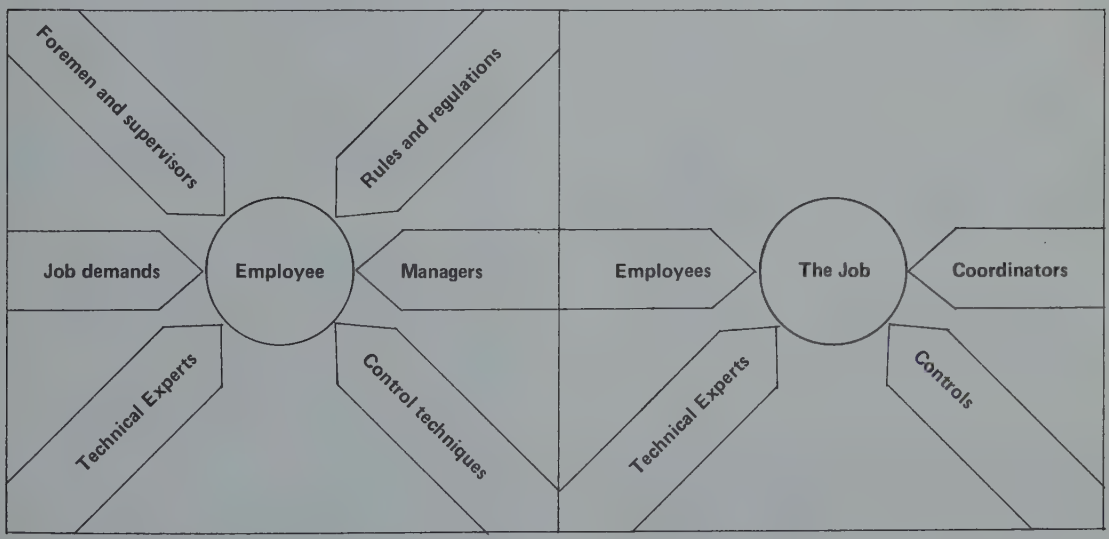
There is only one explanation that justifies autocratic management structures and related control techniques: if you believe that our society consists of a small elite group of people who possess outstanding knowledge and ability, and another much larger group of people capable of working only when controlled by members of the elite, then you must support the status quo. If that is your belief, the remainder of this article will be of no interest to you.

If you believe that our society comprises people with a wide variety of talents, abilities, and interests that can complement each other in the performance of a job, you can open your mind to the possibility of industrial democracy.

To begin the process of industrial democracy we must discard structures and techniques that control people and move towards structures and techniques that enable jobs to be performed in a manner satisfying to those who perform them. The contrast in the two approaches is illustrated by the diagrams below.

From the Control of People

To the Control of Jobs



Before choosing the second approach we must consider what we are trying to accomplish. My own belief is that work should be a satisfying activity that helps to develop our human potential. Readers who disagree are not likely to have bothered reading this far, so I can safely assume that those who are still with me share my belief about what work should be. But a practical question arises: can work be a satisfying and liberating activity without a loss of productivity?

The answer, based on ample evidence, is an emphatic "yes", provided that the decisions about how a job should be done are made by those involved.

The starting point for industrial democracy will vary from one organization to another, depending upon a variety of circumstances. To determine this starting point, and to ensure that the process of industrial democracy will continue, it is necessary to make a distinction between power and authority.

My explanation of this difference does not correspond with the traditional usage of these words: it is intended to provide an explanation that has a practical application.

The exercise of power leads to a reciprocal exercise of power, and establishes a hostile relationship between the people or groups exercising power.

The exercise of authority establishes a non-hostile relationship.

The exercise of power takes place when one person or group uses force or threats to require another person or group to submit to something. In the workplace, the exercise of power takes the form of harassment and intimidation by bosses who are able to exercise power simply by virtue of having been appointed to a supervisory position. Part of the role of unions is to establish a countervailing power in order to protect the workers against abuse of management power.

In contrast to the exercise of management power is the legitimate exercise of authority, which does not establish a hostile relationship. The distinction between power and authority is partly a subjective one and changes with time.

Traditionally, power and authority went hand in hand. This was because it was accepted that God granted authority to those who possessed power through their positions in the church or state or because of their extensive land holdings. Following the industrial revolution, attempts were made to demonstrate a similar correspondence of power and authority in the hands of the capitalists. Times have changed, and most people are no longer prepared to accept that the few should have power over the many.

It is not only the combined power and authority of managers that is being questioned. The old style "union boss" is giving way to more responsive leadership. The May 1974 CLC convention provides an illustration of this.

At that convention there was a mood of reform. One may question whether or not that mood was transformed into policy decisions, but there is no doubt that most delegates were not prepared to accept the old-style union discipline and backroom deals. 'Establishment' slates were broken in the election for officers, and resolution committees responded to the mood of the convention in order to avoid open confrontation.

What is beginning to happen in the more progressive unions must also happen in the workplace. Usually the best place to start in the workplace is with the immediate work environment. It is there that the immediate boss must be replaced by a co-ordinator acceptable to and responsible to the workers.

I can almost hear the gasps of horror. What about management rights—that sacred clause that appears in almost every collective agreement?

Whatever "management rights" might mean, they have nothing to do with getting a job done, and a lot to do with the problems that plague most business enterprises and government departments. Countless grievances are rooted in the question of management rights. Strikes have occurred because employers have been hung up on some demand they believed would infringe on management rights.

The reason for management rights evoking strong feelings is that they provide security for insecure managers. Most managers feel threatened by people above and below them in the hierarchy. There isn't much they can do about those above them, but below them they can draw an imaginary line representing management rights. No one below may cross that line and thereby increase the feelings of insecurity.

Management rights were once absolute but unions, laws, and perhaps even common sense have pushed the line back. In recent years management's exclusive right to introduce technological change has been curtailed. In some plants, unions and management have an equal status on safety matters. Instead of leading to disaster, these restrictions on management rights have brought better working relations and fewer stupid decisions. The replacement of first-line supervisors by worker-elected co-ordinators would have similar results.

The objections to such a move are not all from the management side. Some trade unionists are reluctant to give up the security of a familiar role in the adversary system. They are also concerned about the dangers of weakening their bargaining position.

That would be a legitimate concern if self-management of the immediate day-to-day work were the final objective, but it is only a first step in the process of industrial democracy. As the process continues, the roles of both management and the unions must change, because you cannot have an adversary system without an adversary.

Some people argue that the election of co-ordinators would be a popularity contest with the wrong people winning. That is unlikely to happen, as there should be no prestige or special rewards attached to the co-ordinator's position. Anyone elected should be subject to recall at the discretion of the workers, so that if a co-ordinator does not work out, he can return to his original position with no loss of face or income.

Compare this with the usual basis for promoting employees. There are three main reasons for a person being promoted from the ranks in larger organizations: (1) he has a relative somewhere up in the hierarchy; (2) he has exceptional ability in his field; and (3) he has successfully gone after a promotion.

Little comment is required on the advantages of having a well-placed relative. The advantages of building an organization on nepotism are, however, open to question.

Promoting a person because he has exceptional ability in his field is more harmful than promoting unexceptional relatives. The exceptional ability is lost to the organization in the hopes that its possessor might have management talents—often a misplaced hope.

Promoting a person because he has successfully gone after a promotion is the most common and most harmful of the three. The characteristics that make a person a successful promotion hunter are usually the characteristics that make him an unsuccessful leader of people. This is because the promotion hunter is usually one who

is seeking power to satisfy some egoistic drive. Having reached his temporary objective, his exercise of power will be counter-productive, because his decisions will be based on what he believes will aid him on the next step up the ladder and not on the objective of the organization.

To be promoted in a large organization, one must stand out from his fellow workers. The right things about him must reach the attention of the right people. If he plays the work game according to the rules, and follows the formal lines of communication, he does not stand out. No personal benefit is derived from sharing his ideas in committees of his peers. Far better to channel them to the right people. Fellow workers are not people to co-operate with, but competitors to be beaten in the race for promotion. If he becomes active in the union, it is to demonstrate his true attitude to management by making sweetheart deals.

In the federal Public Service, where the so-called "merit system" is in effect, the promotion seeker sets about doing those things that give him merit points. One's merit rating is determined by one's ability to get merit points. Attempts to rate one's merit for a leadership position are bound to fail. Leadership is a quality that is extremely difficult to analyze, and attempts to express this quality as a quantity are futile.

The process of industrial democracy involves a move away from power relationships towards relationships based on accepted authority. For the process to continue, safeguards are necessary to prevent new concentrations of power developing or old concentrations of power being retained. The places where this is most likely to happen are within the existing management or union hierarchy or among employees with specialized technical skills (computer personnel, engineers, scientists, accountants, etc.)

The most important safeguard is to overcome our obsession with secrecy. Our governments, public services, and private enterprises almost always assume that information must be kept secret (confidential is the usual euphemism) unless there is some advantage in making it public. The possession of secret information is a source of power as it allows its possessor an advantage over a competitor who lacks that information. Secrecy is central to the power of dictatorships and organizations such as the CIA.

Information is not kept secret only by restricting its circulation. It is also kept secret by revealing it in disguise. That was the technique that enabled witch doctors to wield power in their tribes. They disguised their bit of knowledge in a lot of mumbo-jumbo. In our modern artificial tribal groupings that are organized to do work, the witch doctors are the social scientists and the technocrats.

Psychologists, sociologists and economists are the undisputed masters in disguising information, although members of my own profession, accounting, together with lawyers and computer experts are strong challengers. Scientists and engineers make a respectable showing as well. (I do not include senior bureaucrats in the public services because disguise is their full-time profession. For those included, disguise is a technique for holding power.)

Technical jargon can be useful as a form of shorthand communication among people with similar technical backgrounds. It is of no use in communicating with people with different backgrounds.

Most workplaces require specialists in various fields. In the process of industrial democracy, those specialists must communicate, in laymen's language, the information necessary to make sound, democratic decisions. Failure to do so indicates that the specialist is incompetent or that he is seeking power by withholding information. The more specialists withhold or disguise information, the more others are forced to accept the decisions of the specialists—decisions often influenced more by self-interest than by specialized knowledge.

Employers and union representatives often withhold information from each other because they perceive their relationship as one in which a gain by one side is a loss to the other side. A certain amount of bluffing takes place on both sides and the power to bluff is lost if the hands are revealed. One may deplore that situation, but there is no alternative so long as we organize our workplaces with power at the top and then try to prevent abuse of that power by granting some power to unions.

Although I feel that more powerful industrial unions would be desirable, to prevent management's abuse of power and improve wages and working conditions, I have no illusions that in their traditional role more powerful unions can do much about work alienation.

It is on work alienation that we must focus our attention. Work has a profound effect on our lives, both on and off the job. If we spend eight hours a day in an authoritarian atmosphere doing meaningless tasks, those hours are lost from the development of our full human potential. At the end of the eight hours few people can say, "Now I am free to live in a democracy and participate fully in life." The strong conditioning to accept a passive role at work tends to carry over to non-work activities.

Job enrichment programs can relieve some of the monotony of work, but they do little to provide job satisfaction, because they reflect the attitude that the elite must tell the workers what is good for them. When workers control their workplace, job enrichment

follows, but it is not an externally imposed program and it may not be thought of as a program at all. Instead, it is something that develops naturally to fill human desires for job satisfaction. It is no coincidence that the natural evolution leads to greater efficiency. When people are required to work in a way that is counter to their nature they will be inefficient unless coerced. Fortunately, the opportunities for coercion are limited.

Most large organizations use a variety of gimmicks to motivate employees—usually without success. Psychologists, M.B.A.'s and sundry other products of our universities come equipped with motivation theories designed to get maximum work for minimum pay. They are surprised to find they can't manipulate employees who want maximum pay for minimum work.

One could engage in an interesting debate on the relative morality or virtue of the manipulators and the objects of their manipulation. Little would be accomplished, though, by the debate. It would not change the fact that when people are required to perform meaningless tasks to make a living they are going to do as little work as they can get away with, for as much money as they can get. Nor are they going to be convinced that harder work will lead to higher profits and higher profits will lead to higher wages. Too much is lost in evaporization with the trickle-down theory. Of course this situation is not satisfactory to employers or employees. Employers do not feel that they are getting a fair day's work for a fair day's pay. Employees do not feel that they are getting anything other than a pay cheque. They have no sense of having produced anything, created anything, contributed anything, or of having accomplished anything other than filling the required number of hours to 'make a living'. Living is something completely separate from making a living. Rewards are not to be found in work but in the payment for work.

One must make a living, but it is desirable to live while doing so. When free to control their workplaces, people can live while engaged in productive work. They do not need to be manipulated or coerced. Discipline, as we know it in autocratic organizations, becomes redundant.

Disciplinary action in the form of reprimands, suspensions or dismissals is intended to punish employees for doing or not doing something contrary to the wishes of management. Presumably the punishment is intended to discourage repetition of the violation and serve as a warning to other employees. It does serve as a warning—a warning not to get caught.

Many disciplinary actions fall under the general heading of insubordination: that is, refusal to openly acknowledge and accept one's subordinate or inferior status in the hierarchy. We have progressed a bit on that front—workers are no longer charged with insubordination through failure to remove their caps in the presence of their bosses. It is now time to throw out the whole idea of insubordination.

Personal difficulties such as alcoholism and domestic or emotional problems give rise to disciplinary action when those difficulties interfere with work. The difficulties are aggravated by fear or discipline and made even worse by a reprimand, suspension, or dismissal. They are more easily overcome in a non-authoritarian atmosphere where the fear of discipline is absent.

Finally, there is discipline for sheer laziness, 'goofing off', or 'dogging it'. Disciplinary action is far less common than the offence, because on most jobs it takes very little skill to avoid getting caught by the boss. Besides, if you do get caught, it's fairly easy for your union representative to beat the rap.

It is much more difficult to fool your fellow workers. When they control the workplace, group pressure is far more of a deterrent to laziness than is the threat of discipline. Authority of one's peers is also more acceptable than the power of one's boss and it evokes a positive rather than a negative response.

When advocating industrial democracy in Canada, I am constantly aware of the gap between traditional thinking and what I am advocating. It is not an easy gap to cross, and it is one that I bridged gradually after considerable research and a good many years of experience as an employee and as a manager. It was made easier by having been able to observe various forms of industrial democracy in Europe.

None of the European forms can be transplanted in Canada because of differences in history, culture, tradition, and several other factors that help determine the growth of industrial democracy. We can, however, learn from European examples that chaos is not the only alternative to hierarchial organization. We can also learn that when organizations evolve naturally from respect for human dignity and human differences they are more effective than when they are artificially created by fitting the individual into an organizational theory.

Every extension of democracy has been resisted with warnings of impending disaster. Political democracy was long restricted to property owners because somehow the ownership of property improved judgment. The extension of the franchise to women was thought to be the ultimate folly. Colonial powers resisted freeing their colonies on the grounds that the natives were not ready for self-government. If the natives got restless they were calmed by a token gesture or by force.

Now there is restlessness in the workplace that cannot be calmed by token gestures or by force. It is time to begin the process of industrial democracy.

BETTER UNEMPLOYED THAN DEAD

by George Sanderson

Working, like smoking cigarettes, may be harmful to your health. This was brought home recently to 8,000 American workers exposed to vinyl chloride, a gas used in the plastics industry, when it was discovered that 20 of their co-workers had died of angiosarcoma, a liver cancer so rare that only about 25 cases are reported in the U.S. each year.

It was yet another in a long series of surprises being sprung on experts in the field of occupational disease. It came as a surprise because the plastics industry is just coming of age in terms of industrial mortality, and because the cancer can take from 10 to 30 years to develop after the initial exposure to vinyl chloride.

Moreover, scientists in the field are faced with the introduction every year of some 500 new chemicals, yet the U.S. National Institute for Occupational Safety and Health reportedly has the money and the manpower to develop each year only one standard for safe exposure to industrial hazards.

Vinyl chloride is used in making polyvinyl chloride, a widely used plastic resin that goes into hundreds of household and industrial products, including building materials, home furnishings, phonograph records, synthetic fabrics, food packaging, toys and sporting goods. Vinyl chloride has also been used as a propellant in aerosol consumer products such as hair sprays, deodorants and pesticides.

Although medical scientists have long known about the toxic qualities of vinyl chloride, it was not until fairly recently that the gas and its offshoot, polyvinyl chloride (PVC), have received widespread attention as cancer-causing substances. This resulted from disclosures made in 1973 by Professor Cesare Maltoni of the Cancer Research Institute in Bologna, Italy, that a high percentage of his laboratory rats developed angiosarcoma after being exposed to more than 50 parts of vinyl chloride per million parts of air. Maltoni's findings so alarmed American chemical scientists that they began their own research program in the U.S. In April 1974, the Manufacturing Chemists Association announced that its preliminary tests

tended to confirm Maltoni's data, with tumors developing in mice down to 50 ppm exposure level. Later experiments showed that mice developed tumors after doses of less than 50 ppm.

Maltoni suggests that the results of his experiments with vinyl chloride should serve as an example of the need to test other industrially produced substances before they are released into the work environment. Since his findings were made public, more than 30 cases of the fatal liver ailment have been diagnosed in vinyl chloride workers living in half a dozen countries. Many more workers may be doomed already without knowing it. The latency period for angiosarcoma varies from 10 to 30 years.

According to Dr. Joseph Wagoner of the U.S. Centre for Disease Control, the liver cancer claimed the lives of 109 vinyl chloride workers from 1950 to 1973. "The number of deaths from angiosarcoma in this population was almost 12 times the number expected," he noted. Last year the B.F. Goodrich Company reported as many as six cases of the disease among employees at its Louisville, Kentucky, plant—an unusually high number for a single plant.

Vinyl chloride is under investigation in Canada, where five companies produce the chemical, but there have been no reported cases of angiosarcoma in this country, according to the Health Protection Branch of the Department of National Health and Welfare.

Because of the relationship between vinyl chloride and cancer among workers exposed to the chemical, safety standards have been drastically revised in a number of countries to reduce the permissible exposure of workers. In the U.S., the Occupational Safety and Health Administration has issued a new standard, effective January 1, 1975, requiring employers to reduce exposure to one part of vinyl chloride per million parts of air, averaged over eight hours, and to no more than 5 ppm for any period longer than 15 minutes. The new standard falls short of the "no-detectable" or less-than-1-ppm limit demanded by the trade unions but it is more stringent than industry proposals.

The new standard requires that workers wear air-supplied respirators if they are exposed to more than 1 ppm of vinyl chloride averaged over eight hours and more than 5 ppm over 15 minutes.

It calls also for regular monitoring of plant air, regular medical examinations for workers, and establishemnt of "regulated areas" where vinyl chloride levels are high. It prohibits direct worker contact with liquified vinyl chloride and requires the posting of signs warning that the chemical is a "cancer-suspect agent."

The new standard "applies to the manufacture, reaction, packaging, repackaging, storage, handling or use of vinyl chloride or polyvinyl chloride but does not apply to the handling or use of fabricated products made of polyvinyl chloride."

Dr. Irving Selikoff, director of environmental medicine at New York's Mount Sinai Hospital and president of the Society for Occupational Health, said that the 1-ppm limit on exposure to vinyl chloride "is in essence a recognition of the contention of labour and health authorities that there should be no exposure to vinyl chloride."

American plastics companies, however, have voiced strong opposition to the new measure, arguing that if the vinyl chloride industry were forced to shut down because of an inability to meet government regulations, it would result in the loss of 1.7 to 2.2 million jobs in related industries and $65 billion annually in lost production.

Peter Bommarito, president of the United Rubber Workers, called industry claims "blackmail" and said that a "no-detectable" level for VC is both necessary and feasible. "The country survived for nearly 200 years without PVC and we can survive in the future without it," he declared. "If PVC cannot be made and used safely, then steps must be taken to phase out vinyl production and to find substitutes for its products, or to phase out the products themselves".

Until May 1974, it was thought that liver-cancer deaths linked to PVC were limited to workers directly involved in the manufacture of vinyl chloride or its polymerization. Now, American scientists are concerned that many thousands of associated workers may also be exposed to the danger because 55 per cent of all plastics used in the U.S. are made of the chemical. The scientists' suspicions were confirmed when a 30-year old worker engaged in placing PVC isolation tubes around electric cables died last year of angiosarcoma. Two more deaths from the disease—one victim was an accountant—were reported at a Connecticut plant that made PVC-coated fabrics.

The latest development in the vinyl chloride story is that the danger may extend far beyond the work environment to consumers of plastic products, as well as to the families of workers and to people living near the sources of production.

Dr. Selikoff noted that "the hazard might not stop at the factory gate but might invade workers' homes and the neighbourhoods about vinyl chloride facilities. Transport and storage might present unsuspected risks". The New York Center for Disease Control found that a woman who for nearly 30 years had lived four blocks from a PVC plant in Niagara Falls, N.Y., died of angiosarcoma in January 1974.

Responding to the environmental effects, the U.S. Environmental Protection Agency has called upon the vinyl chloride industry to take prompt steps to reduce the discharge of the gas into the atmosphere. The EPA found that more than 200 million pounds of the deadly chemical escape into the environment each year.

Even the vinyl chloride that is trapped in PVC dust or resin can leach out into the atmosphere, particularly when the PVC is heated. Plastic film made from this substance will also release VC fumes when subjected to high temperatures. In the case of PVC bottles, the gas may migrate into the fluid that the bottles contain. This is particularly true of alcohol, for which vinyl chloride has a great affinity. When PVC is a sheet or film, the VC may leach out to contaminate the meat, vegetables or other foodstuffs enclosed in the package. The Canadian Government may therefore introduce regulations prohibiting the packaging of food in material made of VC monomer. Cosmetic products containing VC have already been withdrawn from the market.

The findings regarding VC and PVC now pose a major international question affecting both workers and the general public. How many other cancers, how many other health hazards exist or have gone unrecognized during the past 30 to 40 years? How many other deaths could have been prevented?

What angers the trade unions and the medical experts most of all is that not enough is being done to protect workers from hazards that are already well known. "There are hundreds of harmful chemicals used in industry for which there now exists enough scientific information to warrant protective control measures," asserts the United Rubber Workers' Bommarito. "Yet the protection of workers is ignored." Must everything reach "disastrous proportions before corrective measures are taken by industry and government?" he asks. "Must a new cancer or disease be discovered every year before an investigation is undertaken?"

Medical specialists in the field of environmental disease believe that 80 per cent of all cancers are caused by exposure to substances in the air or water. These include everything from compounds in tobacco, automobile fumes and aerosol cans to asbestos, lead, carbon tetrachloride and chloroform.

According to United Auto Workers Vice-President Pat Greathouse, only an estimated 3 to 5 per cent of the 25,000 chemicals on the 1973 Annual Toxic Substances List are covered by standards, although some 500 new chemicals are introduced each year. "It is intolerable," he says, "that for the majority of chemical substances introduced into workplaces we must wait until workers are killed, diseased or made ill before we have the opportunity to have corrective measures taken".

Unfortunately, meagre resources of money and manpower do not permit the development of sufficient standards each year for safe exposure to industrial hazards. Moreover, there are not enough inspectors to ensure that companies comply with existing standards. In the U.S., for example, there are probably as many as 100,000 deaths a year from occupational disease in addition to the 15,000 or more deaths from occupational accidents. Yet until recently the U.S. had fewer than 100 inspectors employed by the Labor Department for the more than four million workplaces in the country.

Canada, with even lower resources, tends to follow closely developments in the U.S., and to adopt American recommendations, which are usually set in an international context. In the case of vinyl chloride, workers in Canada have been waiting to see what the U.S. would do. Canada will probably implement American recommendations concerning the lethal substance. In the meantime, the Canadian breadwinner might do well to note carefully how the bread is wrapped.

Medical scientists and trade union leaders from 16 countries met recently in Geneva under the auspices of the International Federation of Chemical and General Unions (ICF) to discuss the dangers of vinyl chloride. VC is held by scientists to be responsible for the high rate of angiosarcoma, a rare cancer of the liver, among workers exposed to the chemical. Researchers have also been reporting higher than average rates of lung, brain and other cancers among such workers. In addition, vinyl chloride may cause headaches, dizziness, liver and spleen enlargement, liver dysfunction, eye, nose and throat irritation, pain in the bones and a skin disorder called chloracne.

Delegates to the three-day conference were unanimous in insisting that all hazards from vinyl chloride and its offshoot, polyvinyl chloride (PVC), must be removed from the workplace. This is thought to mark the first time that a trade union–medical axis has been forged in international labour relations.

The ICF maintains that because industry lacks the will to make economic sacrifices to achieve a "no-detectable" level of VC in the air workers breathe, such a standard must be forced upon it. And because vinyl chloride is an international danger, organized labour throughout the world must bring pressure on industry and government to reduce the permissible level of exposure to the carcinogen to

the safest level for workers—less than one part of VC per million parts of air.

The companies that produce VC and PVC argue that such a standard would put the plastics industry on a collision course with economic disaster and result in widespread layoffs of workers. Charles Levinson, ICF secretary-general, contest's the industry's claims, adding that "a worker who is alive and well but may be unemployed is better by far than a dead worker."

American and European authorities on work-associated diseases who attended the conference all stressed the need to test chemical compounds for health hazards before they are used industrially. Dr Irving J.Selikoff of New York's Mount Sinai Hospital emphasized that adequate testing was important because of the frequently long periods between the initial exposure to an occupational hazard and the first detectable indications of disease, as in the case of angiosarcoma. Delegates to the Geneva conference assigned top priority to having all substances "proven safe before being introduced into industry."

Vinyl chloride has become something of a test case for the unions in developing a wide-ranging program in co-operation with medical experts to ensure that workers do not contract cancer or other diseases from the substances they handle on the job. As an example of what the unions are seeking, the conference adopted a resolution urging the U.S. Congress to pass a bill controlling toxic substances.

THE PLIGHT OF "THE HUMANOIDS"

They have been termed "humanoids: flesh and blood occupants of offices and service posts whose actions, with occasional exceptions, are governed by systems. They are ruled by the computer, the engineered system and the manual of policies and procedures, with little or no discretion to initiate or deviate."

Ontario Provincial Secretary for Justice and Attorney-General John Clement was not portraying workers of a future society when he used this definition. He was quoting from author Joseph Cooper's description of contemporary office or company employees: the robot workers.

Addressing members of the Administrative Management Society's Niagara Chapter last October in St. Catharines, Clement said a lack of equality and respect characterizes many of the internal workings of corporate life, leaving little doubt as to the reasons behind worker dissatisfaction.

"On the one hand, an increasing number of senior executives are exhibiting the behaviour of the 'workaholic' who is completely incapable of responding to people—including his own family—or their needs. On the other hand, the junior employee is simply switching off work altogether, because it does not give him the sense of competence and reward needed for fulfillment," observed Clement.

Barriers Still Stand

"The interpersonal barriers of a century ago—symbolized by the top hat and the cloth coat—have not gone away and are, in fact, still eating away at the productivity and morale of the workplace. The liberal attitude of recent years, which included giving employees longer coffee breaks, a first-name relationship with the supervisor, and a complaints box beside the time clock, has had little impact on the real problem. A lethargic lack of caring about what is going on in the bowels of a company, and a total lack of appreciation for what is happening to the people down there has created a new class of robot workers: humanoids."

For several decades, businessmen and academics have made devastating criticisms of our work environment, asserted the Ontario cabinet minister. Psychologists have been saying employees should not be looked on as extensions of machines. Managers have suggested more fulfillment in the workplace.

Now we are reaping the fruit of past inaction, declared Clement. It is difficult to fill jobs, staff turnover in many industries has become an epidemic, absenteeism costs millions of dollars daily, and labour unrest is rampant. On the assembly line, alcohol and drugs are, for a growing

number of workers, the prerequisite for finishing the shift. And recent surveys show things aren't much better in the office, as jealousy, frustration and tension take their toll.

Ashley & Crippen, Toronto

Management Transition

"If ever a transition in management were needed, it is now," he stressed. "But it must be more than the false revolutions of the past several decades. What genuinely seems to be needed is a new way of thinking about people, both the managers and the managed. What is most urgently required is a transition away from the inflexible, hierarchical, and authoritarian superstructure of management common to most corporations, toward a management capable of understanding people at all levels of society.

"There is a gulf between managers and production workers, and between one level of management and another. But there is also a tragedy to the class consciousness, implicit in any system which allocates special privileges and the right of job development to the executive few."

The suggestion that worker democracy is the answer to contemporary workplace problems can be analogous to expecting the Wright brothers to invent a Boeing 727, said Clement. In his view, what is needed is a transition in management, not the abdication of the manager's role.

New Attitudes

"This transition means a slow assimilation of a whole new set of attitudes," Clement explained. "First, I think many managers must learn to reduce the frantic pace of day-to-day affairs, and set aside their self-images as tough businessmen and decision-makers. Managers need to leave themselves more time for reflection and human interaction within the firm. "Secondly, we need to recognize that individuals are pretty much the same, whether they are sweeping the floor or plotting corporate takeovers. It should not be so very difficult to put ourselves in the place of another, to experience his life as he does, and understand how his situation can be improved.

"Third, I would like to see a greater recognition of men and women as self-developing entities. We are a species with the innate capacity to improve our individual level of understanding and our sense of self-worth and contribution. Any job which does not make room for such growth and which cannot accommodate the common aspiration of all people to do things better or to learn new skills should be changed or abolished. We cannot simply relate work to the pay cheque.

"Fourth, managers need to spend more time anticipating and exploring the impact of work on people in their company. Perhaps special groups of managers should be established to evaluate what it really means to work in a particular job, and how it could be made more rewarding and challenging."

In summing up, Clement said the theme of management transition can be a productive undertaking, both for individual managers and the economy as a whole.

T.S.W.

ORGANIZER IN THE ARCTIC

By Murray Cotterill

What's a union organizer doing in a place like this?

It could be an alien planet. To the north, stark, uneroded mountain ranges, sheer cliffs dropping three thousand feet into an icy sea. To the south, icebergs frozen tight in Cumberland Straits and snow-sprinkled stone rolling like a moonscape down to Frobisher Bay.

Inside, behind picture windows of Peyton's Lodge, the elected councillors of Baffin Island's new hamlet of Pangnirtung are in session with the Commissioner of the Northwest Territories. They're worried about problems such as soaring prices for gas for their snowmobiles, the need for some kind of a bus to help youngsters, and oldsters, around the air strip that cuts through the center of the hamlet. But their most important concern is getting higher grades taught in Pang's own school so that the children don't have to be sent off to a hostel in temptation-filled Frobisher in order to finish their education.

In one way it looks and sounds like a normal meeting between two levels of government. In another way it looks and sounds like a negotiating session between a local union and the corporate head office team.

After a huddle with his aides, the Commissioner comes up with a proposal. "The problem isn't enough room for extra classes," he explains. "The problem is extra housing for the extra teachers.

"Now that you're a hamlet, our settlement manager will be leaving to take up other duties. That's one extra house. The government budget calls for two more staff houses. You're getting ten more houses under the Eskimo housing program. If you can spare one of your ten, that will make four. And this means you can have extra teachers and two extra grades in Pangnirtung school."

The hamlet councillors go into their own huddle, report agreement. "Then it's a deal," says the Commissioner. His promise is duly recorded by aides and by the hamlet's own secretary.

Later that night, a full report of all the discussions and decisions is given at a jam-packed meeting in Pang's Community Hall. Interpreted into Eskimo by Elijah Nowdlak, who had quit his job as a teacher's aide in Frobisher Bay because his wife didn't like life in the "big city" (population 2,300), the Commissioner tells Pang's citizens about the extra school grades and how a new "moon" the "big government" in Ottawa has sent up into the sky will mean that radio signals can be bounced over the mountains down into Pangnirtung fjord. They are given a promise that the "little government" in Yellowknife will look into the idea of storage tanks to cut down the price of gasoline. Finally, a gavel, symbolizing self-governing status for their new hamlet, is presented to Chairman Peteroosie Karpu.

"If they don't behave when you hit the table," the

Commissioner demonstrates, "tap them on the head." Grinning at the prospect, older folk walk and young folks roar away on their snowmobiles, back to oil-heated, modern, pre-fab houses, rented for a percentage of income, where a pot of tea or coffee is waiting on the electric stove.

The next morning, the Commissioner takes off for another of the six Eastern Arctic communities on his current 6,000-mile journey. If possible, during the rest of the year, he'll try to make it to all of the 53 communities, totalling 36,000 souls, spread over the 1,300,000 miles of Canada's Northwest Territories.

To a southern town council, the idea of everyone's living in a standardized, government-supplied, community-maintained house rented for a percentage of income, and the idea of discussing such free enterprise prerogatives as the price charged to customers might sound sinfully socialistic. Education, of course, would be a matter for a separately elected school board. On the other hand, the possibility of having the spokesman in the Arctic for the Ottawa Government and the provincial premier combined negotiating money problems in person, making decisions on the spot and then explaining everthing to the electorate afterward sounds too good to be true.

Stuart Milton Hodgson

As Stuart Milton Hodgson, M.S., Commissioner of Canada's Northwest Territories, sees it, better health services, proper housing, more local education, lower commodity prices, cheaper transportation and better communication are all logical concerns for self-governing people. And self-government, as he sees it, needs frequent face-to-face discussions, on-the-spot decisions and continuous personal encouragement. Otherwise self-government could degenerate into the exclusive possession of an elite of entrepreneurs, professionals and full-time civil servants.

Can a race of hunters, genetically honed over thousands of years to survive in the world's harshest environment as mobile self-supporting family units, organize themselves within one or two generations to control their own destiny in a new social structure of fixed settlements within a wage-earning economy? Or will an increasing dependence upon outside technology turn their ever more numerous children into just another pool of bewildered, unskilled labour, helpless within their own land and isolated by language from the better jobs?

Hodgson thinks that, if they can learn the arts of self-government and collective action, the Eskimos can win. He puts his faith in the union organizer's traditional dictum that, if people who work organize and stick together, there is no greater power anywhere.

Medal of Service

This faith comes naturally to the Commissioner. At first sight he could be mistaken for a classic colonial administrator. He's big, erect, favours a small military moustache, John Wayne haircuts and narrow ties. But beneath the opulent, badge-laden fur parka, the Medal of Service, the Royal Tours and the airborne entourages is Stu Hodgson, the lumber mill union organizer from British Columbia, who knows that ordinary people can accomplish the impossible and beat the system. He knows it because he and his fellow sawmill workers have done it in their own lifetime.

"I'm not a university graduate. I never even finished high school. I knew nothing about government when I started and I didn't make any bones about it. But I did know how to organize, how to run a meeting, how to debate in public and how to negotiate. These levels all served me in good stead. As far as I'm concerned, the training I got in the union movement has been invaluable. My big job is still organizing the unorganized," emphasizes Hodgson. "The only difference is that now we call the organizations hamlets instead of locals."

As the record shows, Hodgson began work in B.C.'s lumber industry in 1940. After three and a half years Royal Canadian Navy service on the Atlantic run, the Murmansk run and anti-submarine patrols, he came back to the lumber mills and was immediately caught up in the excitement and turmoil of the CIO industrial union explosion of the postwar period. In the spring of '49 he was elected financial secretary of his huge Vancouver area Woodworkers' local. He met and married his wife, Pearl, a strong union girl working as a secretary in the Woodworkers' office. He served for two years on his union's international executive board, became Vice-President of its Western Canadian Council and a member of the erstwhile Canadian Congress of Labour's executive council. In 1955 he represented Canada's unionists at the 4th World Congress of the International Confederation of Free Trade Unions.

In 1964 Arthur Lang, B.C.'s federal cabinet minister in charge of northern development, wanted a labour appointee on the Northwest Territories Council. The big lumber worker from his own home province got the nod.

No Token Appointee

No token appointee, Hodgson insisted upon information, assignments and responsibilities. When the Deputy Commissioner's office came open a year later, Hodgson plunged into the future of Canada's Arctic as a full-time civil servant. In 1967, when the top commissioner's job

became vacant, he was ready with the energy, the ideas and the know-how.

As Hodgson sees it, there's no point in culture addicts' bewailing the passage of the old Eskimo way of life with its isolated family self-reliance, skin tents, winter igloos, starvation and massive infant mortality. "Igloos," he emphasizes, "are miserable, cold and unhealthy. Dog teams may look romantic in the movies but they are not an efficient or dependable way of travelling."

In any case, the Eskimo's migratory, hunting culture was already in its final days long before he arrived in 1967. The self-contained family, hunting the shoreline for seals or following the caribou across the tundra, had been hooked on southern technology once the first fur was traded for the first steel knife from a whaling ship crewman. They were hooked even deeper when the womenfolk saw woven cloth and pots and pans at the trading post and when Anglican and Catholic missionaries brought medical knowledge, told Bible stories, taught phonetic writing and showed pictures of Southern wonderlands to the Eskimo children.

Finally, along came government in the form of Mounties, schools, hostels, nursing stations and settlement managers. With the children pinned down by education and the adults pinned down by nursing stations and family allowances, Eskimo society was already changed.

What's needed now, says Hodgson, is encouragement of self-organization, prodding the Eskimos into taking over the political and economic machinery of their new settlement culture, teaching them in advance to protect themselves against exploitation as the search for raw materials and the profits of tourism draw the high Arctic closer and closer to the massed peoples of the South.

Was CIO Organizer

It is exactly the same job he had to perform as a CIO union organizer, when he had to encourage employees to overcome their inferiority complexes, overcome their tendency to leave things up to the boss, organize themselves, run their own local unions and shore up their income and job security through collective bargaining.

Organizer's job number one was to yank the government headquarters machinery out of its warm, safe, Ottawa womb and move it up to Yellowknife on the rugged north shore of Great Slave Lake. Along with new offices, this also meant a massive job of building bungalows, townhouses and apartments, and rationing them out as fairly as possible to those who were putting up with mobile homes in the meantime. Despite the tradition of super-homes for higher civil service echelons, Hodgson has contented himself with a style of house that would look modest in any middle-class southern city subdivision.

Organizer's job number two was to rewire the network of limited authority ceded him by jurisdiction-jealous Ottawa and stretched thin over the immensity of the Territories.

Organizer's job number three was to start the transition from remote, colonial-style administration to as much self-government as possible within a highly-subsidized political unit. It was the same job faced by union organizers when the time came to insist upon local unions running their own affairs instead of waiting for some appointed head office official to make all the unpopular decisions.

"Some people say I'm running a non-democratic government up here in the Territories," Hodgson says. "My answer would be that they're correct. But my further answer is that this is all in transition. For example, when I joined the Territories Council I was one of five appointed members and there were only four elected members. Now there are ten elected and only four appointed. In April 1975, there'll be fifteen elected. And before many more years there'll be an elected head of government as well."

Boosts Self-Government

But, more important, Hodgson argues, unless there is democracy at the bottom, democracy at the top can become a dangerous illusion. That's why his personal emphasis is upon encouraging as much self-government as possible back in the settlements and hamlets.

In place of the traditional government-appointed settlement manager up until now usually a southerner with appropriate degrees—Hodgson is insisting upon elected settlement councillors with power to plan, power to supervise and the right to complain directly to him and the Territories Council. As fast as possible, he wants these settlements to evolve into "hamlets" that negotiate and administer their own budgets and hire their own experts to manage the details. And he wants native northerners to take over the managers' jobs as soon as they can qualify.

The hamlet council has many of the powers of a town council in the south. But, unlike traditional town councils, it doesn't have to raise its revenue from real estate taxes, assessments, business taxes, fines and parking meters. This is all pretty unrealistic in a community where most residents live in houses rented from the Government, where businessmen are confined to the odd summer season tourist resort, trading post or a local co-op through which carvings, prints and other artifacts are sold to southern buyers. And snowmobiles don't need parking meters.

Instead, the Territories hamlets, like the settlements, get their money from the Territories Council. They draw up a budget, take it to the Government, haggle, reach a consensus and finally submit it to the Council for approval. After that, the hamlet lets tenders, negotiates contracts, hires staff and conducts business on its own.

"The settlement manager is no longer No. 1 man in the community. He's an executive secretary working for the hamlet, not for us. The hamlet hired him. The hamlet can fire him."

By 1970 only three of these new hamlets were operating. By '74 the number had grown to seven and two more are pending.

Now 31 Councils

Hodgson admits that, in many of the smaller settlements unserved by regular air service, hamlet status is still a long way off. But, in the meantime, he's still insisting upon elected councils and insisting that settlement managers draw up budgets and plans in consultation with those elected councils. By 1970, 23 of such settlement councils had already been established. In 1974, the number had grown to 31.

Organizer's job number four was, of course, the traditional job of heading up negotiations. The amounts involved are a lot higher than they were in the old collective bargaining days but, according to insiders, Hodgson's bargaining tactics are quite similar.

And there's no doubt about the results. When he joined the Territories Council in 1967, the annual budget was $14,584,000. He came back from Ottawa in 1974 with $148,370,000. With all the talk about revenues from oil and gas, it can safely be assumed that Hodgson will be talking about an increased amount for 1975. When it comes to spending the money, Hodgson's approach is working-class basic. He's all for culture but he's not too impressed with grants for non-material purposes. "Politics is a risky business," he snorts. "You get a grant this year but, after the next election, things may be different. I prefer to see solid things like schools, nursing stations and houses that nobody can take away."

When he arrived in 1967, there were already ten hospitals. There are still only ten but they are bigger and better. The 18 nursing stations, permitting treatment close to home, have increased to 37.

There were 56 schools, ranging up to Grade 6, in 1967. Now there are 66. But, more important to the people who used to see their children leaving home at an early age to live in some faraway hostel, the schools now teach up to grades 8 and 9. Only when they reach high school age do children from the settlement have to travel to a hostel. In the larger communities, no travel at all is needed.

In 1967 the entire school population of the Territories was only 7,820. Only 2,975 were Eskimos. Now 12,800 are attending school, including 5,000 Eskimos. There's talk of higher education still, such as a Territories University, but, in the meantime, young people who have completed high school can get their tuition and expenses paid to attend universities and colleges down south.

Housing: Remarkable

As for housing, a federal responsibility that's been pushed hard by Hodgson, the picture is remarkable. Very few Eskimos need live in primitive homes. Year after year the number grows of government-built, pre-fab homes, complete with appliances, in the settlements and hamlets, homes that can be rented on a percentage of income basis and are maintained by the community.

As community self-government grows and the machinery of government increases, so does paperwork. Hodgson, with his union organizer's mistrust of managerial-society methodology and his sense of a race against time, has little faith in paper efficiency. He opts for face-to-face discussion and on-the-spot decision-making.

To make sure, he deserts his sparkling new Yellowknife offices for weeks on end, hurtles thousands of miles in the world's riskiest flying weather, personally visiting as often as possible tiny settlements hundreds of miles apart. He insists upon walking from frozen airstrips to community halls, personally inviting residents to the meeting and, because the Eskimos like having their children with them at such meetings, granting school holidays and inviting the children as well. Not content with negotiating decisions with councillors, he wants to be personally present at the community meeting where a report is presented and questions answered. Not content with this personal example, he has insisted that the Territories Council tour the same circuit, holding meetings in the settlements as well as in the formal chambers in Yellowknife.

Job Training

The job of preparing a growing Eskimo population to survive in an exploding industrial society isn't easy, Hodgson concedes. The traditional road to jobs within a wage economy is pre-employment education. But, even after his stepped-up program of school building and more grades in the settlements, high schools and technical training centers must still be located far away from traditional hunting grounds, requiring hostels for children.

This, in turn, tends to attract the parents themselves to larger communities.

Employers, including the Government, are used to southern pre-employment training standards. Although a Grade 10 education eliminates only a small percentage of southerners, it blocks about 90 per cent of the Eskimos.

Employers, used to hiring employees trained for generations to accept regular hours and punctuality, can't understand hunters who, like our pre-industrial-forefathers, are used to spurts of intense effort followed by rest and recreation. To an Eskimo hunter, sighting seal has, for thousands of years, triggered an immediate response. Can employers adjust or will they prefer, despite the expense, to import southerners conditioned to punctuality and deadlines, who will return south once the job is completed.

Despite all of these dangers, Hodgson is still convinced that, through organization, self-governing and tough bargaining, the Eskimos can win through and control their own destiny in a wage-earning future. To make sure of missing no chance to encourage them, the organizer in him is travelling day in, day out, from meeting to meeting, organizing, organizing, organizing.

50 YEARS AGO

"Conciliation and arbitration in trade disputes" was the chief item on the agenda of the 24th session of the Superior Labour Council of France; an international conference of the Industrial Welfare Workers, held in England, discussed temperature as a contributing factor to industrial accidents; and the Dominion Fuel Board and the Department of Mines published the results of a study of central and district heating in Canada. These were some of the topics discussed in the February 1925 number of *The Labour Gazette*.

Industrial Conciliation in France

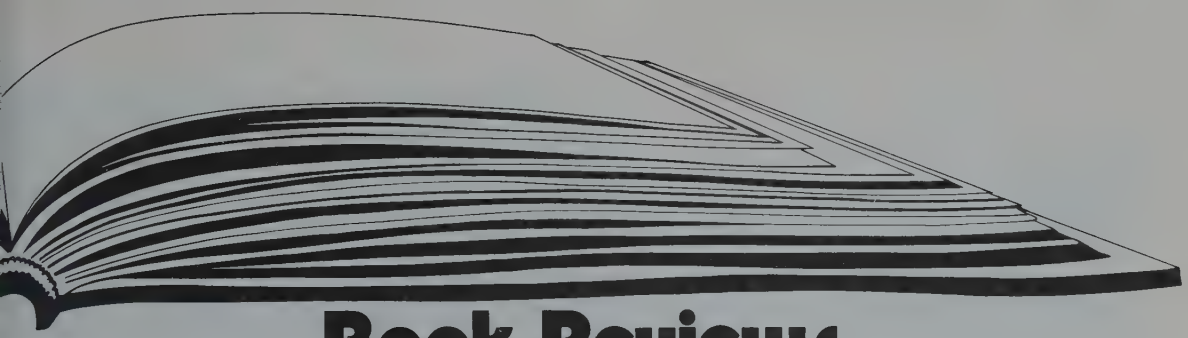
Conciliation and arbitration in trade disputes was the chief item on the agenda for the 24th session of the Superior Labour Council of France, held in November 1924. The Council was composed of employers' representatives, 32; workers' or salaried employees' representatives, 32; Paris Chamber of Commerce, 1; consumers' co-operative societies, 1; producers' co-operative societies, 1; members of the Institute of Professors of the Faculty of Law in Paris (nominated by the Government), 3; members of the Senate (nominated by their fellow-members), 3; members of the Chamber of Deputies (nominated by their fellow-members), 5. Mr. Justin Godart, Minister of Labour, who presided, stated that the "conciliation act of 1892 was regarded with indifference by both parties owing to the absence of a compulsory clause in its provisions. From 1893 to 1920 recourse had been [made] to the act in only 4,379 strikes out of 23,711. 'The question we have to consider' he said, 'is whether, when all peoples are hoping for the replacement of warfare by arbitration, this means to peace, with its precedent stage of conciliation, shall or shall not be proclaimed by the law of France to be the means which should be applied for the settlement of all disputes between employers and their workpeople'." The Council adopted the following resolutions: "That when the establishment of direct relations between the representatives of the two parties has failed to settle the difference by conciliation, a fresh effort of conciliation shall be made, either according to a procedure on which the two parties have agreed, or, failing such agreement, before the trade councillors (conseillers prud'hommes) of the employers and workers in the trade group concerned, where they exist, or, failing this, before a judge."

Temperature Contributing Factor to Accidents

An investigator for the Industrial Fatigue Research Board, speaking at the conference of the Industrial Welfare Workers in Swanwick, Derbyshire, England, stated that "atmospheric conditions under which industry is carried on might have a great influence on the frequency of accidents. In one factory it had been found that there was a minimum of accidents when the temperature was 65 to 69. When the temperature fell five degrees there were six per cent more accidents. At another five degrees lower, accidents increased by 16 per cent, while another drop in the temperature of five degrees involved a 35 per cent increase in the number of accidents. At temperatures above 69 degrees accidents again increased in frequency." The idea was discussed also in a booklet **Health of the Worker, How to Safeguard it**, by Lee K. Frankel, Ph.D., second vice-president of the Metropolitan Life Insurance Company. He stated that "the desirable temperature for a workroom will vary from 60 to 65 degrees Fahrenheit for work involving much physical exertion to less than 70 degrees for other work. Ordinarily a temperature of 68 degrees produces maximum efficiency and is most comfortable for workers." Most of the Canadian provinces had made provision requiring employers to "regulate the temperature so that there will be no danger to the health of the workers, and to prevent overcrowding of rooms." In Ontario, Alberta and Saskatchewan" the temperature must not be less than 60 degrees of Fahrenheit unless authorized by the inspector in writing."

Central and District Heating

The Dominion Fuel Board and the Mines Branch of the Department of Mines published the results of a study of central and district heating and the possibility of its application under conditions then prevailing in Canada. The Fuel Board believed that central and district heating could be used, gainfully, to a great extent in Canada and that the supply of heat as a public utility in the more densely populated sections of cities and towns could become a general service of the future. Central heating of groups of institutional buildings and community heating of residential properties had shown the economies and benefits to be derived, and such systems would undoubtedly be used to an increasing extent.



Book Reviews

WORK IS DANGEROUS TO YOUR HEALTH: A handbook of Health Hazards in the Workplace and What You Can Do About Them, by Stellman, Jeanne M. and Daum, Susan M., 1973. Reviewed by Occupational Health and Safety Division, Saskatchewan Department of Labour

"This is a book written to and for workers. It tells them how to stay alive while earning a living. That isn't always easy." These words begin the foreword by biologist George Wald to this fine book. It really is a "how-to" book. The information is specific and readable; the book sets an example in stripping away the mystery of medical terminology, which is largely self-serving anyway, and it shows that everything necessary can be said in plain English. And you can find the information too. For there are three indexes; a general index, an index of substances and an especially fine index, 50 pages long, of health hazards listed occupation by occupation. *Work is Dangerous* was made by active co-operation between the authors (and other medical and scientific workers on the Scientists Committee for Occupational Health), and members of the Oil, Chemical and Atomic Workers' International Union.

The point of view of the book is stated clearly. "The authors of this book do not pretend to be unbiased. The subject of occupational health involves too many unknowns and too many controversies to be presented simply as a set of "facts." The facts must be interpreted, and interpretation always introduces bias. Our bias is one that favors the worker... We hold that industry and government must prove that a chemical is safe, not that workers must prove it is dangerous by developing occupational disease."

The first five chapters of *Work is Dangerous* deal with subjects of general interest—body mechanisms and the effects on these of stress, noise, vibration, heat and cold. While everyone in modern industrial society is affected to some extent by these, it is the workers whose exposure is most constant and concentrated. And it is from awareness and controls in the workplace that general environmental improvements are most likely to come.

The book deals only briefly with accident prevention, and obvious "injury" situations. Rather, it concentrates on the long-term cumulative effects of sustained exposure to chemicals, dusts, vapors and other common hazards. The symptoms associated with this kind of "damage" are usually chronic, rather than acute and dramatic. With a few well-chosen case histories, Drs. Stellman and Daum illustrate the difficulties involved in getting damage of this kind recognized as occupational, and in getting preventive measures into operation. Their main message is that neither government nor industry will do this job; it conflicts with their priorities of economic growth and profits. The workers, whose lungs, hearts and lives are at stake, must, and through their unions, have the power to act on their own behalf.

Work is Dangerous is useful to workers on two levels: (1) The struggle of each worker in his or her job. Here the main question is "how do I stick up for my health and safety?" and (2) The struggle of all workers in their system of work through their unions. The central question here is "how do we collectively bargain over the problems of our health?"

In the first area the authors talk mostly of self-protection and grievance procedures. Since the book was written about the United States, it doesn't mention one tool available to Saskatchewan workers—namely, Section 68-C of the Labour Standards Act, which protects the right of an employee to refuse to do an act which he reasonably believes to be unusually dangerous to his health or safety. And with the information in the book, any worker will be better able to talk precisely about the immediate dangers he already knows, and to recognize less obvious dangers. Often the authors discuss the hazards of a job in a way which brings out its relation, its connection to other jobs, particularly in their chapter on noise. There they cite studies that show that workers find it harder to tell which direction a sound is coming from when they are wearing ear muffs and remark "if this is generally true, it could increase the number of industrial accidents." In other words, very often individual noise protective equipment prevents the worker from hearing what he needs to hear; signals, warnings, and from generally communicating with fellow workers. Perhaps there is a basis for refusing to use particular safety equipment

offered, for in such a case the "safety equipment" can very well increase the hazard of the job. Management literature is filled with complaints about the "perverseness" of workers who refuse to "take advantage" of the safety opportunities offered them. And indeed they often do. Maybe this is why.

Now what about the second struggle—the fight of all workers collectively over the health of their system of work? What's the problem with putting health up front in collective bargaining, with making it a central matter in industrial relations? We have looked at many statements from labour representatives on this matter and many of them express something like this: "It's hard enough for each worker to cope with the safety problems of his job. If we start putting health into collective bargaining, we're operating completely in the dark. We're into the business of setting standards, invading the province of "experts." We haven't a clue what to do. How do you bargain on health?" *Work is Dangerous* has "how-to" information in this area too. George Wald in the foreword cites the breakthrough by OCAW in its new contracts, which provide for surveys of plant health and safety conditions to be made by independent health consultants at the company's expense, physical and medical tests to be provided to workers in the light of these findings, and a requirement that the company must supply the union annually with all available information on disease and death statistics of its workers. Chapter 12, "What Is To Be Done" gives other examples. Through their organizations, employees can keep medical records, they can measure and monitor their work environments, they can do for themselves what no one else is going to do for them.

Perhaps this is the major point of the book, after all—that the health of workers is too important to any longer be considered a prerogative of management alone. Saskatchewan's new Occupational Health Act (1972), places this responsibility on joint employer-employee Occupational Health Committees, which are required under the legislation for all workplaces with ten or more employees. Government is placed in a support and enforcement role. This is the first legislative recognition of this new approach that we are aware of in North America. It is for this reason that we in the Division of Occupational Health and Safety welcome any attempts to encourage informed discussion by workers on achieving healthy working conditions.

forum

Year 2000: Shirt, $119

It would be a very modest house one could buy today for $25,000. But...if inflation was contained for the remainder of the century at 10 per cent a year, the same house would cost $298,000 by the year 2000. If you can't afford a house to keep the rain off your head, how about a shirt to keep the wind off your back? A $10 shirt today would cost by the year 2000 a mere $119.20 at an annual inflation rate of 10 per cent...

Inflation is even more harrowing over a longer term when plant replacement must be considered. A business buying say a $2,000 machine now and depreciating it at 10 per cent over the next 10 years would have no hope of replacing that machine for anything near the original cost. At 10 per cent inflation a year, a $2,000 machine today would be priced at $5,180 in 1984—but by then the business that doesn't over-provide for asset replacement out of profits could well have Big Brother in charge.

It will certainly cost much more to eat in the future. One dozen 60-gram eggs today cost 92 cents—but with a 10 per cent annual inflation rate, by the year 2000, a dozen eggs would cost $10.96... If you want to clean your teeth after eating, you can buy today a 3.5-oz. tube of toothpaste for 62¢—but at 10 per cent inflation by the year 2000 it would cost $7.39...**The Bulletin**, Sydney, Australia.

Escape Valve

"Although conditions dictate general belt-tightening, fewer luxuries, and a more spartan way of life, North Americans haven't materially reduced their indulgence as spectators and participants in the world of fun and games. Of all non-dispensable commodities, sports appear to have been least affected by the restrictive economy. It's a situation that baffles psychologists and economists. Fans are still packing into 60,000 and 70,000-seat areas to watch football. Major-league baseball ended a successful season. Professional hockey and basketball are experiencing sellouts instead of slumps. The cost of tickets to various events range from $7.50 to $12 each. 'In hard times, sports serve as an escape valve,' says Pete Rozelle, Commissioner of the National Football League. 'People look for some diversion to get their minds off their problems'...Others willing to address themselves to the phenomenon say there could be an explanation that borders on the apocalyptic. 'They reason we are all doomed anyhow, so why not enjoy ourselves today and let tomorrow take care of itself,' says one economic expert." Associated Press report in *The Globe and Mail*, Toronto.

Good-Faith Bargaining

"Good faith is the heart and the soul of collective bargaining...But all too often, good-faith bargaining breaks down. And nothing is done about it. The crime of collective bargaining in Ontario lies in the failure of the government, and the Minister of Labour, to effect good bargaining. When the Minister of Labour says it is his job to be neutral in labour disputes, he shows a monumental misconception of what his role is all about. He can be impartial, but not neutral. Good-faith bargaining is a process. It's rooted in that ancient truth that labour relations are human relations and that those relations are capable of honorable interaction...Free collective bargaining is one of man's major adaptations just so long as we don't lose faith. So how do we make it work? Our Minister of Labour, through his mediators or conciliators, when he learns of a dispute going sour, should step in and demand of the offending party compliance with good faith. If it is necessary for the Minister of Labour to draw the offending party to public attention, he should have no compunction about doing so. If that doesn't work, then the Ontario Labour Relations Board should be given authority, in law, to order one of the parties back to the bargaining table to make a good-faith offer, or to issue a cease-and-desist order, which, by being registered in the Supreme Court of Ontario, will have the effect of law with adequate penalties for non-compliance. The board, rather than the courts, should wherever possible be the arbiter of disputes...What we want to do, in whichever way is legally and constitutionally appropriate, is to make the good-faith clause in the Ontario Labour Relations Act the centerpiece of labour relations in Ontario...We could subdue so many situations before they reach extremes. We could make of the strike weapon much more a threat and much less a reality. We could remove untold tension from many parts of the public sector. We could introduce a whole new mood, tone and feel to collective bargaining." Stephen Lewis, Ontario New Democratic Party Leader, addressing

delegates to the Ontario Federation of Labour Convention, November 3, 1974.

Labour Studies

"A proposal by a Hamilton Board of Education trustee that the city's secondary school students should be taught about the labour movement and its history fully deserves consideration by the board of education. But if ways can be found to include even a 'mini course' in the curriculum, thought should be given to widening the horizon by devoting equal time and attention to management and government...It should be remembered that labour, management, and government are all intertwined, and concentrating on just one group might distort the overall picture. Making young people more aware of the realities in the world outside the classroom can only help them prepare for their future. It used to be that students got their first taste of political science and social studies involving labour and management problems at the university level. But times have changed and now senior students in high school have become part of the electorate since the age of majority was lowered. It only makes sense to give them all the help we can to familiarize them, even in broad terms, with the processes that influence our lives." Editorial, *The Spectator, Hamilton.*

PRICES & EMPLOYMENT

Wholesale, October

The general wholesale price index rose 1.1 per cent in October to 477.4 from 472.0 (revised) in September and was 17.9 per cent higher than the October 1973 level of 405.0. Three of the eight major group indexes increased, three decreased and two remained unchanged. The vegetable products group advanced 6.7 per cent with higher prices for sugar and its products, vegetable oils and grains. A rise of 1.6 per cent in the iron products group reflected price increases for iron foundries and steel pipe and tubing. Between October 1974 and October 1973, the following advances were registered by the major group indexes: non-metallic minerals 33.4 per cent; iron products 29.2 per cent; chemical products 28.1 per cent; vegetable products 26.6 per cent; non-ferrous metals 19.2 per cent; textile products 12.4 per cent; wood products 11.8 per cent; and animal products 2.1 per cent.

City consumer, November

Consumer price indexes rose in all regional cities and city combinations in November; increased ranged from 0.8 per cent in Saint John to 1.5 per cent in Winnipeg. Food indexes increased in all cities, reflecting higher prices for dairy, bakery and cereal products, fresh vegetables, processed fruits and vegetables, frozen foods, sugar, beverages and food eaten away from home. Housing components rose in all cities because of increased shelter costs and higher prices for furniture, utensils, and household supplies. Clothing indexes increased in all cities except Thunder Bay. Prices were generally higher for footwear, women's and men's outerwear and children's sportswear. Trans- portation components rose in all cities, primarily because of higher prices for new cars and automobile repairs. Health and personal care indexes increased in all cities, reflecting higher charges for men's haircuts and women's hairdressing, and increased prices for pharmaceuticals and toiletries. Recreation, education and reading components rose in all cities because of higher prices for sports equipment, cameras and camera film (including processing) and, in some centres, increased cinema admission charges. Prices were generally higher for alcoholic beverages consumed in licensed premises, and in western cities cigarette prices were higher.

Consumer, November

The Consumer Price Index (1961 = 100) rose 1.1 per cent to 174.1 in November from 172.2 in October and was 12.0 per cent higher than in November 1973. About one third of the latest advance was attributable to an increase of 1.3 per cent in the food component; almost another third was due to higher costs for automobile purchase, operation and maintenance, which was respon- sible for a rise of 2.4 per cent in the transportation index. An increase of 0.7 per cent in the housing component contributed one fifth to the overall CPI advance. The health and personal care index rose 1.2 per cent and that for recreation, education and reading, 0.8 per cent. The clothing, tobacco and alcohol components advanced 0.6 per cent.

Food

The food index rose 1.3 per cent to 198.8 in November from 196.3 in October. The level of prices for home-consumed food advanced 1.1 per cent and that for food consumed outside the home increased 2.0 per cent. Most foods for home consumption registered increases in November, the major contributors being fresh milk, fresh vegetables, and sugar. Seasonally lower prices were recorded for fresh fruit, and average beef, pork and poultry prices also declined. There was a rise of 8.6 per cent in fresh milk prices—all surveyed dairy product items registered increases. Prices for sugar and such related products as soft drinks and jam continued to advance; between October and November sugar prices rose a further 11.6 per cent. Meat and poultry prices declined—beef 3.4 per cent; pork 1.9 per cent; and poultry 1.3 per cent. Compared with November 1973, only meat, poultry and eggs, among major food components, declined. In the latest month, egg prices rose 3.3 per cent. A seasonal decline of 6.5 per cent was recorded in the fresh fruit index, contrasting with an average 11.9 per cent increase in fresh vegetables, caused mainly by sharply increased prices for tomatoes and lettuce.

Among other food items, the cereal and bakery products index rose 1.0 per cent, although there was a fractional decline in bread prices. The cost of fats and oils continued to rise, advancing 2.2 per cent in the latest month and almost 54 per cent in the past year. Between November 1973 and November 1974, the total food index increased 15.7 per cent with the price of food consumed at home rising 15.3 per cent and that for food consumed away from home, 18.0 per cent.

Housing

The housing index rose 0.7 per cent to 172.0 per cent in November from 170.8 per cent in October, was 10.2 per cent above its level of a year ago. Within the shelter component, home-ownership costs advanced 0.6 per cent, and rents, 0.4 per cent. The household operation element rose 1.0 per cent mainly because of a widespread price increases for housewares, furniture and household supply items such as detergents, floor wax and food wrap. Increases were registered also for linen, draperies and floor coverings. Domestic gas rates rose in some centres, but fuel oil prices declined slightly in several Ontario cities.

Clothing

The clothing index rose 0.6 per cent to 157.2 in November from 156.3 in October, and was 9.3 per cent higher than in November a year ago. The prices of most items surveyed recorded increases. The men's wear component, in advancing 1.0 per cent, was a major contributor to the increase in the total clothing index, as were the women's and children's wear elements which rose 0.4 per cent and 0.9 per cent, respectively. The footwear index increased 0.5 per cent and that for piece goods, 1.2 per cent.

Transportation

The transportation index rose 2.4 per cent to 157.1 in November from 153.4 in October, and was 12.1 per cent above its level of a year ago. More than half of this increase was due to higher prices for 1975 model automobiles which, after adjustment for quality changes, retailed 4.2 per cent above those of the year-end 1974 models. Another major contributor was a general increase in automobile repair parts and labour charges. Motor oil prices rose in several cities, although the average price of gasoline declined for the fifth consecutive month to 2.4 per cent below its peak of last June.

Health and personal care

The health and personal care index rose 1.2 per cent to 177.6 in November from 175.4 in October mainly because of higher prices for women's hairdressing and men's haircuts in several major cities, and general increases for some toiletry items. In November 1974, the health and personal care index was 10.4 per cent above its level of the previous year.

Recreation

The recreation, education and reading index advanced 0.8 per cent to 165.6 in November from 164.3 in October. It was 11.7 per cent higher than in November 1973. Generally higher prices for sports equipment and camera film (including processing) increased newspaper subscription rates in some cities, and higher movie admission charges, mainly in Ontario and Quebec, were mainly responsible for the increase in November 1974.

Tobacco and alcohol

The tobacco and alcohol index rose 0.6 per cent to 148.7 in November from 147.8 in October. Most of the increase was because of generally higher prices for liquor and beer consumed in licensed premises. In the latest twelve months, the tobacco and alcohol index advanced 8.6 per cent.

Consumer price movements, reclassified by goods and services give another view of the incidence of price change. Between October and November, the total goods index advanced 1.4 per cent with the largest increase being recorded for non-durable goods that rose 1.2 per cent, primarily because of higher prices for food, alcoholic beverages, domestic supplies and automobile repair parts. The index for durable goods rose 2.8 per cent mainly because of higher quotations for automobiles and furniture. Semi-durable goods advanced 1.0 per cent primarily because of higher prices for clothing, household furnishings and utensils. A rise of 0.6 per cent was recorded in the services index with the major contributors being the shelter and personal care elements and the labour component of automobile repairs. In the latest twelve months, the total goods index advanced 13.4 per cent and that for services 9.3 per cent.

Employment, November

The seasonally adjusted employment level increased by 34,000 to 9,249,000 in November from 9,215,000 in October, Statistics Canada reported. For persons 14-24 years of age, employment rose by 10,000. For men age 25 years and over there was an increase in employment of 32,000, but for women in that age group, employment declined by 9,000.

Unemployment

The seasonally adjusted unemployment level increased by 20,000 to 542,000 in November from 522,000 in October. The level for persons age 14-24 and for women 25 years of age and over, increased. For men age 25 and over, there was little change.

Unemployment rates

The seasonally adjusted unemployment rate was 5.5 per cent

in November compared with 5.4 per cent in October. The participation rate—percentage of total population counted in the work force—advanced to 58.5 per cent in November from 58.4 in October. Provincially, adjusted unemployment rates, with October figures in parentheses; were: Newfoundland 14.4 per cent (15.0); Nova Scotia 6.9 per cent (7.0); New Brunswick 9.6 per cent (9.0); Quebec 7.1 per cent (6.9); Ontario 4.5 per cent (4.2); Manitoba 2.8 per cent (2.6); Saskatchewan 2.5 per cent (2.7); Alberta 2.0 per cent (2.2); British Columbia 6.9 per cent (6.7). Because of the small sample size in Prince Edward Island, estimates of unemployment are subject to high error and are not published.

Full employment

Saskatchewan continued to have almost full employment, according to statistics released by Premier Allan Blakeney. Official estimates showed that in mid-November 1974, only 8,000 people in the province were unemployed, compared with 12,000 a year earlier; this represents a current unemployment rate of 2.2 per cent. The labour force in November was 360,000, which was 4,000 above the level of a year ago.

During November the Minister of Labour appointed conciliation officers to deal with the following disputes:

Central Broadcasting Company, Prince Albert, Sask., and International Brotherhood of Electrical Workers, Local 529 (Conciliation Officer: A.E. Koppel).

M. J. Campbell Inc., Mississauga, Ont., and General Truck Drivers Union, Local 938 (Conciliation Officer: H. A. Fisher).

Royal Canadian Mint, Ottawa, Ont., and Public Service Alliance of Canada (Conciliation Officer: H. Bartenbach).

Atomic Energy of Canada Limited, Ottawa, Ont., and Oil, Chemical and Atomic Workers' International Union, Local 9-785 (representing a unit of employees at the employer's Heavy Water Plant at Glace Bay, N.S.) (Conciliation Officer: R.L. Kervin).

Kootenay Broadcasting Company Limited and E.K. Radio Ltd., Cranbrook, B.C., and Association of Commercial and Technical Employees Local 1705 (CLC) (representing a unit of employees at CJAT 1—1 AM and FM, Trail, B.C.) (Conciliation Officer: A. A. Franklin).

General Aviation Services Ltd., Toronto International Airport, and International Association of Machinists and Aerospace Workers, District Lodge 717 (Conciliation Officer: H.A. Fisher).

Canadian Arsenals Limited, St-Paul l'Ermite, Qué., and Public Service Alliance of Canada (Conciliation Officer: M. Archambault).

Mid-West Truck Lines Ltd., Winnipeg, Man., and General Drivers, Warehousemen and Helpers, Local 979 (Conciliation Officer: A. E. Koppel).

The City of Whitehorse, Y.T., and International Union of Operating Engineers, Local 115 (Conciliation Officer: G. W. Rogers).

D.C.B. Industries Ltée, St-Laurent, Qué., Champlain Sept Iles Express Inc., St-Hubert, Qué., and Brazeau Transport Inc., Rouyn, Qué., and Transport Drivers, Warehousemen and General Workers, Local 106 (Conciliation Officer: S. T. Payne).

Cassiar Asbestos Corporation Limited, Vancouver, B.C., and International Longshoremen's and Warehousemen's Union, Ship and Dock Foremen, Local 514, Canadian Area (Conciliation Officer: D.S. Tysoe).
Pacific Pilotage Authority, Vancouver, B.C., and Pacific Pilotage Employees' Union, Local 1678 (CLC) (Conciliation Officer: J. M. Collins).

Bulk Carriers Limited, Mississauga, Ont., Lou's Transport Limited, Rexdale Ont., and Tank Truck Transport Limited, Rexdale, Ont., and Teamsters Locals 91, 106, 141, 880, 938 and 990 (Conciliation Officer: T. B. McRae).

Northern Industrial Carriers Limited, Edmonton, Alta., and General Teamsters, Local 362 and General Truck Drivers and Helpers, Local 31 (Conciliation Officer: D. H. Cameron).

Canadian Pacific Air Lines, Limited, Vancouver, B.C., and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station

Employees (representing a unit of clerical employees in the Accounting and Computer Services Departments) (Conciliation Officers: D. H. Cameron and J. M. Collins).

Settlements by conciliation officers. M.J. Campbell Inc., Mississauga, Ont., and General Truck Drivers Union, Local 938 (Conciliation Officer: H. A. Fisher) (see above).

Cassiar Asbestos Corporation Limited, Vancouver, B.C., and International Longshoremen's and Warehousemen's Union, Ship and Dock Foremen, Local 514, Canadian Area (Conciliation Officer: D. S. Tysoe) (see above).

R. Martel Express Limited and/or Martel Express Limited and/or Commutex Inc., Farnham, Qué., and Transport Drivers, Warehousemen and Helpers' Union, Local 106 (Conciliation Officer: G. R. Doucet) (LG, January).

Auto Haulaway Limited, Moncton, N.B. and Atlantic Automobile Transport Limited, Saint John, N.B., and Teamsters, Chauffeurs, Warehousemen, Helpers and Miscellaneous Workers, Local 76 (Conciliation Officer: R. L. Kervin) (LG, Dec. 1974).

Provost Cartage Inc., Anjou, Qué., and Provost Cartage Employees' Association (Conciliation Officer: M. Archambault) (LG, December, 1974).

Canada Tungsten Mining Corporation Limited, Tungsten, N.W.T., and United Steelworkers of America, Local 953 (Conciliation Officers: D. S. Tysoe and J. M. Collins) (LG, January).

Manitoba Pool Elevators, Winnipeg, Man., and Saskatchewan Wheat Pool Employees' Association (CLC-SFL) (representing a unit of country elevator managers and country elevator managers' assistants employed by Manitoba Pool Elevators) (Conciliation Officer: A. E. Koppel) (LG, December, 1974).

Disputes in which there was no further conciliation action under Canada Labour Code (Part V - Industrial Relations). Freshwater Fish Marketing Corporation, Winnipeg, Man., and Public Service Alliance (Conciliation Officer: A. E. Koppel) (LG, December, 1974).

Valihora Transport Limited, Windsor, Ont., and Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880 (Conciliation Officer: H. A. Fisher) (LG, December, 1974).

Giant Yellowknife Mines Ltd., Yellowknife, N.W.T., and United Steelworkers of America, Local 803 (Conciliation Officers: D. H. Cameron and G. W. Rogers) (LG, October, 1974).

Disputes settled following decision to take no further conciliation action under Canada Labour Code (Part V-Industrial Relations). Giant Yellowknife Mines Ltd., Yellowknife, N.W.T. and United Steelworkers of America, Local 803 (settled with the assistance of D. H. Cameron and G. W. Rogers) (see above).

Canadian Broadcasting Corporation, Montréal, Qué., and Le Syndicat général du cinéma et de la télévision (CNTU) (section Radio-Canada) (Conciliation Officer: G. R. Doucet) (LG, December, 1974).

Conciliation commissioner appointment. Moffat Communications Limited, Vancouver, B.C., and Canadian Union of Public Employees, Broadcast Division (Conciliation Commissioner: Hugh G. Ladner) (LG, January).

Conciliation commissioner report received. Central Mortgage and Housing Corporation, Ottawa, Ont., and Public Service Alliance of Canada (representing a unit of service employees) (Conciliation Commissioner: George S. P. Ferguson, Q.C.) (LG, January).

Conciliation commissioner settlement. Pacific Pilotage Authority, Vancouver, B.C., and Canadian Merchant Service Guild (representing a unit of employees classified as launchmasters and launchengineers) (Conciliation Commissioner: Hugh G. Ladner) (LG, December, 1974).

Settlement reached at conciliation commissioner stage. CJBR Radio Limited and CJBR-TV Limited, Rimouski, Qué., and National Association of Broadcast Employees and Technicians (LG, January).

Dispute settled in post-conciliation commissioner negotiations. Air Canada and Canadian Air Line Pilots Association (LG, January).

Appointment of mediators under Sec. 195, Canada Labour Code (Part V-Industrial Relations). CHLT Radio Sherbrooke Ltée, CHLT Tele-7 Ltée and CKTS Radio Sherbrooke Ltée, Sherbrooke, Qué., and National Association of Broadcast Employees and Technicians (Mediators: C. E. Poirier and M. Archambault) (LG, September, 1974).

Freshwater Fish Marketing Corporation, Winnipeg, Man., and Retail, Wholesale and Department Store Union, Local 561 (Mediators: M. K. Carson and A. E. Koppel) (LG, January).

Settlement reached by mediators under Sec. 195, Canada Labour Code (Part V-Industrial Relations Freshwater Fish Marketing Corporation, Winnipeg, Man., and Retail, Wholesale and Department Store Union, Local 561 (settlement reached with the mediation assistance of M. K. Carson and A. E. Koppel) (see above).

Correction

The following was inadvertently omitted from page 879 of the Dec1974 number.

During September the Minister of Labour appointed conciliation officers to deal with the following disputes:

Alltrans Express Limited, Burnaby, B.C., and International Association of Machinists and Aerospace Workers, Lodge 1857 (Conciliation Officers: D.H. Cameron and J.M. Collins).

Pan American World Airways, Inc., (Churchill Research Range), Fort Churchill, Man., and United Steelworkers of America, Local 6921 (Conciliation Officer: A.E. Koppel).

Direct Winters Transport (Western) Limited, Winnipeg, Man., (formerly Leamington Transport (Western) Limited) and General Drivers, Warehousemen and Helpers, Local 979 (Conciliation Officer: A.E. Koppel).

Triangle Pacific Forest Products Ltd., New Westminister, B.C., and Canadian Merchant Service Guild (Conciliation Officer: A.A. Franklin).

Freshwater Fish Marketing Corporation, Winnipeg, Man., and Public Service Alliance of Canada (Conciliation Officer: A.E. Koppel).

B-Line Express Limited, Calgary, Alta., and General Truck Drivers and Helpers, Local 31, General Teamsters, Local 362 (Conciliation Officers: D.H. Cameron and J.M. Collins).

Detroit and Canada Tunnel Corporation, Detroit, Michigan and International Union, United Automobile, Aerospace & Agricultural Implement Workers of America, Local 195 (UAW) (Conciliation Officer: K. Hulse).

Valihora Transport Limited, Windsor, Ont., and Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880 (Conciliation Officer: H.A. Fisher).

Auto Haulaway Limited, Moncton, N.B., and Atlantic Automobile Transport Limited, Saint John, N.B., and Teamsters, Chauffeurs, Warehousemen, Helpers and Miscellaneous Workers, Local 76 (Conciliation Officer: R.L. Kervin).

Manitoba Pool Elevators, Winnipeg, Man., and Saskatchewan Wheat Pool Employees' Association (CLC-SFL) (representing a unit of country elevator managers and country elevator managers' assistants employed by Manitoba Pool Elevators) (Conciliation Officer: A.E. Koppel).

Additions to the Library

LIST NO. 310

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university, public, etc.) or directly if there is no local library. Please indicate the publication numeral and the month listed, when requesting loans.

ACCIDENT PREVENTION

1. U.S. Department of Labor. Library. Occupational safety and health, a bibliography. Springfield, Va., Reproduced by National Technical Information Service, U.S. Dept. of Commerce, 1974. 363p.

AFL-CIO

2. American Federation of Labor and Congress of Industrial Organizations. This is the AFL-CIO. Rev. ed. Washington, 1974. 24p.

CIVIL SERVICE

3. Manitoba. Labour Management Review Committee. Report on public sector employee-employer relations in Manitoba. July 1974. Winnipeg, Manitoba, Dept. of Labour, 1974. 1v.

COLLECTIVE BARGAINING

4. U.S. Bureau of Labor Statistics. Collective bargaining in the rubber industry, 1950-1971. Washington, U.S. Dept. of Labor, 1973. 9p.

COMMERCIAL POLICY

5. Pestieau, Caroline. A balance of payments hand-book. Montreal, Canadian-American Committee, 1974. 125p.

CONFERENCES

6. American Federation of Labor and Congress of Industrial Organizations. Department of Education. How to run a union meeting. Rev. ed. Washington, 1972. 64p.

CONTRACT LABOUR

7. International Labour Organization. Social problems of contract, sub-contract and casual labour in the petroleum industry; report submitted to and proceedings of, the eighth session of the Petroleum Committee, Geneva, 2-13 April 1973. Geneva, International Labour Office, 1974. 95p.

CORPORATIONS, INTERNATIONAL

8. Levinson, Charles. The multinational pharmaceutical industry. Geneva, International Federation of Chemical and General Workers' Unions, 1974. 121p. Titre en français: L'industrie pharmaceutique multinationale.

DAY NURSERIES

9. Canada. National Day Care Information Centre. Status of day care in Canada. Ottawa, Canada Dept. of National Health and Welfare, 1974. 7, 8p. Titre en français: Situation de la garde de jour au Canada.

DISCRIMINATION IN EMPLOYMENT

10. Dubinsky, Irwin. Reform in trade union discrimination in the construction industry: Operation Dig and its legacy. New York, Praeger, 1973. 311p.

EDUCATIONAL ATTAINMENT-LABOUR ASPECTS

11. Mincer, Jacob. Schooling, experience, and earnings. New York, National Bureau of Economic Research; distributed by Columbia University Press, 1974. 152p.

FINANCE

12. The economics of public finance. Essays by Alan S. Blinder and others. Washington, Brookings Institution, 1974. 435p.

FREEDOM OF ASSOCIATION

13. Yiannopoulos, Démétre C. La protection internationale de la liberté syndicale; la Commission d'investigation et de conciliation en matière syndicale de l'Organisation internationale du Travail. Préface de Michel Virally. Paris, R. Pichon et R. Durant-Auzias, 1973. 274p.

GRIEVANCE PROCEDURES

14. American Federation of Labor and Congress of Industrial

Organizations. Department of Education. AFL-CIO manual for shop stewards. Rev. ed. Washington, 1974. 66p.

HEALTH, PUBLIC

15. Canada. Department of National Health and Welfare. Health Programs Branch. Sources of increase in operating expenditure of budget review hospitals in Canada, 1961-1971. Ottawa, 1974. 33p. Titre en français: Causes de l'augmentation des frais d'exploitation des hôpitaux dont le budget est soumis à examen...

INCENTIVE PLANS

16. Sugarbroad, Ian. The Hayes-Dana Scanlon Plan; a case study. Ottawa, Canada Department of Labour, Economics and Research Branch, 1974. 34p.

INCOME

17. Towers, Perrin, Forster & Crosby. Total remuneration in the European Economic Community, Japan, and the United States; a...report. New York, c1973. 20p.

INDUSTRIAL HEALTH

18. Muller, Jan. Causes of death in Ontario uranium miners, by J. Muller and W.C. Wheller. Toronto, Ministry of Health, 1974. 16p.

INDUSTRIAL PSYCHOLOGY

19. Bell, Clifford R. Men at work. London, Allen & Unwin, 1974. 119p.

INDUSTRIAL RELATIONS

20. Joint Labour-Management Study Conference, Dalhousie University, Halifax. 11th, 1974. The Eleventh Nova Scotia Labour-Management Study Conference; proceedings, November 23-24, 1972, held under auspices of the Nova Scotia Joint Labour-Management Study Committee. Halifax, Institute of Public Affairs, Dalhousie University, 1974. 80p.

INDUSTRY—SOCIAL ASPECTS

21. Peterson, Richard Austin. The dynamics of industrial society. Indianapolis, Bobbs-Merrill, 1973. 61p.

22. The social responsibility of business and labour; critique of a conference at Ditchley Park, 2nd-5th November 1973, by B.J.A. Hargreaves, conference rapporteur. Ditchley Park, Eng., Ditchley Foundation, 1974. 37p.

LABOUR LAWS AND LEGISLATION

23. Cronin, John B. Introduction to industrial law, by J.B. Cronin and R.P. Grime. London, Butterworths, 1974. 212p.

24. Labour Relations Law Casebook Group. Labour relations law; cases, materials and commentary... 2nd ed. Kingston, Ont., Industrial Relations Centre, Queen's University, 1974. 589p.

LABOUR ORGANIZATION

25. Confédération des syndicats nationaux. Service de l'information. La grande tricherie. Rédaction: Richard Daigneault et Michel Rioux. Montréal, 1973. 272p.

LABOUR ORGANIZATION—ADMINISTRATION

26. International Labour Office. The public authorities and the right to protection of trade union funds and property. Geneva, 1974. 129p. Titre en français: Les autorités publiques et le droit à la protection des fonds et autres biens syndicaux.

LABOUR ORGANIZATION—DISCIPLINE

27. Levin, Nelson A. Restrictions on the right to resign: can a member's freedom to "escape the union rule" be overcome by union boilerplate? By Nelson A. Levin and Keith M. Werham. In George Washington Law Review, v.42, no.2, January 1974, p.397-426.

LABOUR PARTY (GREAT BRITAIN)

28. Lane, Peter. The Labour Party. London, Batsford, 1973. 96p.

LABOUR SUPPLY

29. Pegnetter, Richard Charles, comp. Studies in labor and manpower. Richard Pegnetter, editor. Iowa City, University of Iowa, Center for Labor and Management, 1974. 155p.

30. Spence, Andrew Michael. Market signaling: informational transfer in hiring and related screening processes. Cambridge, Mass., Harvard University Press, 1974. 221p.

LEISURE

31. Dumazedier, Joffre. Sociologie empirique du loisir: cirtique et contre-critique de la civilisation du loisir. Paris, Editions du Seuil, 1974. 269p.

MANAGEMENT

32. Raia, Anthony P. Managing by objective. Glenview, I11., Scott, Foresman, 1974. 199p.

MINIMUM WAGE

33. Dhruvarajan, P.S. A study of the effects of the 10¢ increase in the Manitoba minimum wage to $1.75 an hour, effective October 1, 1972. Winnipeg, Manitoba Department of Labour, 1974. 241p.

NEGROES—EMPLOYMENT

34. Fletcher, Arthur. The silent sell-out; government betrayal of blacks to the craft unions. New York, Third Press, 1974. 121p.

35. Foner, Philip Sheldon. Organized labor and the Black worker, 1619-1973. New York, Praeger, 1974. 489p.

PENSIONS

36. Written statement submitted by interested organizations and individuals on H.R.10470 "Retirement income security for employees act" introduced on September 24, 1973. Washington, GPO, 1973. 2 nos in 3 vols.

POLITICAL PARTIES

37. Presthus, Robert Vance. Elites in the policy process. London, Cambridge University Press, 1974. 525p.

POLLUTION

38. Response by the Government of Ontario to the Man and Resources Conference guidelines and recommendations, Toronto, November 18-22, 1973 and proceedings, Ontario provincial meeting, Toronto, March 30, 1974. Toronto, Man and Resources Conference, Ontario Committee, 1974. 188p.

PRODUCTIVITY OF LABOUR

39. Conference on an Agenda for Economic Research on Productivity, Washington, D.C., 1973. Productivity; Conference on an Agenda for Economic Research on Productivity, April 1973. Washington, GPO, 1974. 67p.

40. Hatry, Harry P. Improving productivity and productivity measurement in local governments, by Harry P. Hatry and Donald M. Fisk. Washington, GPO, 1973. 73p.

SOCIAL CONDITIONS

41. Baumhaft, Joe. Updating the American dream. 1st ed. New York, Exposition Press, 1973. 92p.

SOCIAL SECURITY

42. Commission of the European Communities. Comparative tables of the social security systems relating to employees in the three new member states of the European Communities: Denmark, Ireland, United Kingdom; situation on 1 July 1972. Luxembourg, 1973. 59p.

43. Yoffee, William M. International social security agreements; totalization, equality of treatment, and other measures to protect international migrant workers. Washington, GPO, 1973. 116p.

WAGES AND HOURS

44. Berndt, Ernst Rudolf. Determinants of wage rates for married women: results from panel data, by Ernst R. Berndt and Terence J. Wales. Vancouver, University of British Columbia, Dept. of Economics, 1974. 31p.

45. Canada. Department of National Health and Welfare. Health Programs Branch. Salaries and wages in Canadian hospitals, 1969 to 1973, by William Arrowsmith. Ottawa, 1974. 89p. Titre en français: Traitements et salaires dans les hôpitaux canadiens de 1969 à 1973.

46. Williamson, David Robert. Wage change determinants in the construction industry, Ontario, 1960-1970. 1973. 338 leaves. Microfilm of transcript. Ottawa, National Library, 1974.

WOMEN—EMPLOYMENT

47. Lyle, Jerolyn R. Affirmative action programs for women: a survey of innovative programs. Washington, U.S. Equal Employment Opportunity Commission, 1973. 150p.

WOMEN'S LIBERATION MOVEMENT

48. Guettel, Charnie. Marxism & feminism. Toronto, Canadian Women's Educational Press, 1974. 62p.

WORK SATISFACTION

49. Atlanta economic review. Productivity, job enrichment, and worker participation. Atlanta, School of Business Administration, Georgia State University, 1974. 62p. Special issue, May-June 1974.

50. Industrial Relations Research Association. Organizational behavior, research and issues. Edited by George Strauss and others. 1st ed. Madison, Wis., 1974. 236p.

labour statistics

Principal Items	Date	Amount	Percentage Change from Previous Month		Percentage Change from Previous Year	
TOTAL CIVILIAN LABOUR FORCE*		(in thousands)				
Week ended November 16, 1974		9,682	–	0.2	+	4.1
Employed	November	9,189	–	0.9	+	4.1
Agriculture	"	431	–	14.5	+	4.1
Non-agriculture	"	8,758	–	0.1	+	4.1
Paid workers	"	8,180	–	0.3	+	3.9
At work 35 hours or more	"	5,868	–	20.3	–	8.6
At work less than 35 hours	"	2,982	+	99.6	+	41.9
Employed but not at work	"	339	–	16.7	+	9.4
Unemployed	"	493	+	14.7	+	5.3
Atlantic	"	65	+	16.1	+	6.6
Quebec	"	170	+	14.1	–	0.6
Ontario	"	145	+	9.8	+	23.9
Prairies	"	35	+	25.0	–	38.6
British Columbia	"	78	+	20.0	+	25.8
Without work and seeking work	"	461	+	12.2	+	2.7
On temporary layoff up to 30 days	"	32	+	68.4	+	68.4
INDUSTRIAL EMPLOYMENT (1961 = 100)†	August 1974	125.8	–	0.7	+	6.5
Manufacturing employment (1961 = 100)†	"	136.0	+	0.4	+	2.5
IMMIGRATION	1st 6 mons. 1974	104,089		–		–
Destined to the labour force	"	52,210		–		–
STRIKES AND LOCKOUTS						
Strikes and lockouts	October 1974	221	–	6.8	+	52.4
No. of workers involved	"	62,204	–	4.7	+	36.7
Duration in man days	"	752,800	–	4.8	+	53.3
EARNINGS AND INCOME						
Average weekly earnings (ind. comp.)†	August 1974	180.91	+	0.7	+	12.7
Average hourly earnings (mfg.)†	"	4.38	–	1.1	+	14.4
Average weekly hours paid (mfg.)†	"	38.4	–	0.8	–	2.1
Consumer price index (1961 = 100)	November 1974	174.1	+	1.1	+	12.0
Index numbers of weekly wages in 1961 dollars (1961 = 100)‡	August 1974	134.4	+	1.5	+	2.6
Total labour income (millions of dollars)†	October 1974	6,602.5	–	1.0	+	17.2
INDUSTRIAL PRODUCTION†						
Total (average 1961 = 100)	October 1974	218.8	–	0.1	+	0.3
Manufacturing	"	215.4	–	0.1	+	0.2
Durables	"	253.6	+	0.7	+	0.6
Non-durables	"	185.3	–	1.0	–	0.2
NEW RESIDENTIAL CONSTRUCTION**						
Starts	October 1974	148,590		–		15.7
Completions	"	169,718		–	+	4.5
Under construction	"	151,116		–	–	13.6

*Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of Statistics Canada, which in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.
†Advance data.
‡Preliminary.
**Centres of 10,000 population or more.

STRIKES AND LOCKOUTS

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to 10 or more man-days. The number of workers involved includes all workers reported on strike or lockout, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

STRIKES AND LOCKOUTS, 1969-1974

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year	Workers Involved	Duration in Man-Days	Percentage of Estimated Working Time
1969	566	595	306,799	7,751,880	0.46
1970	503	542	261,706	6,539,560	0.39
1971	547	569	239,631	2,866,590	0.16
1972	556	598	706,474	7,753,530	0.43
†1973	674	721	352,237	5,768,790	0.30
†1973:					
October	51	145	45,500	491,140	0.29
November	43	115	46,283	358,820	0.21
December	21	83	62,620	307,720	0.21
1974:					
†January	67	113	24,887	271,760	0.16
†February	68	130	44,397	420,840	0.28
†March	81	145	50,996	440,000	0.27
†April	116	186	66,162	625,660	0.38
†May	145	249	97,282	1,431,730	0.82
†June	119	230	217,540	2,068,630	1.26
*July	118	236	105,213	1,092,570	0.59
*August	110	245	73,905	956,600	0.52
*September	85	237	65,295	790,790	0.49
*October	86	221	62,204	752,800	0.42

* Preliminary. † Revised.

STRIKES AND LOCKOUTS, OCTOBER, 1974, BY INDUSTRY (PRELIMINARY)

Industry	Number Beginning During Month	In Effect During Month: Strikes During Lockouts	Workers Involved	Man-Days
Forestry	1	2	1,497	23,810
Mines	6	11	3,454	48,740
Manufacturing	45	131	33,917	534,740
Construction	4	8	3,881	16,660
Transpn. & utilities	11	25	4,806	52,660
Trade	6	16	1,982	17,470
Finance	1	1	9	200
Service	6	20	3,080	41,760
Public administration	6	7	9,578	16,760
All industries	86	221	62,204	752,800

STRIKES AND LOCKOUTS, OCTOBER, 1974, BY JURISDICTION (PRELIMINARY)

Jurisdiction	Number Beginning During Month	In Effect During Month: Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	2	4	638	4,270
Prince Edward Island	–	–	–	–
Nova Scotia	10	10	1,364	7,430
New Brunswick	4	5	3,320	14,820
Quebec	32	87	15,921	222,940
Ontario	19	67	18,185	296,200
Manitoba	1	3	632	13,340
Saskatchewan	2	7	3,038	35,850
Alberta	4	6	9,629	18,040
British Columbia	5	20	5,915	123,140
Federal	7	12	3,562	16,770
All jurisdictions	86	221	62,204	752,800

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, OCTOBER, 1974 (PRELIMINARY)

Industry Employer Location	Union	Workers Involved	Duration in Man-days October	 Accumulated	Starting Date Termination Date	Major Issues Result
Forestry						
Kokotow Lumber Ltd. Kenogami, Ont.	Carpenters loc 2994 (AFL-CIO/CLC)	225	4,730	4,960	Sept. 30 Oct. 31	Wages—Settled by mutual agreement.
Great Lakes Paper Co. Ltd., Thunder Bay, Ont.	Carpenters loc 2693 (AFL-CIO/CLC)	1,272	19,080	19,080	Oct. 11	Wages & fringe benefits—
Mines						
METAL MINES						
Cominco Ltd., Salmo & Kimberley, B.C.	Steelworkers loc 901 & 651 AFL-CIO/CLC	1,103	24,420	97,290	July 1	Wages, cost-of-living escalator clause & pension benefits—
Cominco Ltd. Kimberley, B.C.	Assoc. of Commercial & Technical Employees loc 1672 CLC directly chartered	130	2,880	11,430	July 1	Wages, cost-of-living escalator clause, fringe benefits—
St. Lawrence Columbium & Metals Corp. Oka, Qué.	Steelworkers loc 7579 (AFL-CIO/CLC)	185	4,070	8,700	Aug. 26	Wages—
Canex Placer Development, Endako Mines Div., Fraser Lake, B.C.	Can. Assoc. of Industrial Mechanical Workers loc 17 (CCU)	450	6,530	6,530	Oct. 11	Wages & fringe benefits—
Consolidated Rambler Mines, Baie Verte, Nfld.	Steelworkers loc 7190 (AFL-CIO/CLC)	190	2,280	2,280	Oct. 15 Nov. 1	Wages—Wage increase & cost-of-living adjustment.
MINERAL FUELS						
*Devco Lingan Colliery, Lingan, Cape Breton, N.S.	Mine Workers District 26 (CLC)	525	1,240	1,240	Oct. 4 Oct. 8	Not reported—Not reported.
NON-METAL MINES						
Flinkote Co. of Can. St. Georges, Nfld.	Cement Workers loc 506 (AFL-CIO/CLC)	105	1,280	2,630	Sept. 13 Oct. 18	Wages, cost-of-living adjustment—Settled by mutual agreement.
Aluminium Co. of Can. Ltd., St. Lawrence, Nfld.	St. Lawrence Workers Protective Union (CNTU)	330	660	660	Oct. 21 Oct. 23	Suspension of one worker—Return of workers.
Canadian Rock Salt Co. Ltd., (Windsor Salt Co.) Pugwash, N.S.	Oil Workers loc 9-823 (AFL-CIO/CLC)	143	140	140	Oct. 28 Oct. 29	In sympathy of worker sent home for refusing to wear safety equipment—Settled by mutual agreement.

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, OCTOBER, 1974 (PRELIMINARY) (CONT'D)

Industry Employer Location	Union	Workers Involved	Duration in Man-days October	 Accumulated	Starting Date Termination Date	Major Issues Result
QUARRIES						
Consolidated Sand & Gravel (Div. of Standard Industries) Guelph, Ont.	Cement Workers loc 364 (AFL-CIO/CLC)	200	4,400	8,790	July 25	Wages, cost-of-living clause–
Manufacturing						
FOOD & BEVERAGES						
Hiram Walker and Sons Ltd., Windsor, Ont.	Can. Union of Distillery Workers loc. 1	800	17,600	68,000	July 2	Slowness in negociations–
Coopérative Fédérée du Qué. (Legrade Inc.) Princeville, Qué.	Commerce Fed'n (CNTU)	185	3,330	7,960	Aug. 23 Oct. 28	Cost-of-living adjustment– Settled by mutual agreement.
Boulangerie Christie Ltée, Montréal, Qué.	Bakery Workers loc. 55 (AFL-CIO/CLC)	180	3,960	5,220	Sept. 20	Firing of two employees–
La Cie Qué. Poultry Ltée, Québec, Qué.	Commerce Fed'n (CNTU)	360	1,800	1,800	Oct. 8 Oct. 16	Suspension of 2 employees, cost of-living adjustment & demand of master agreement–Settled by mutual agreement.
La Cie. Québec Poultry Ltée (Aliments Flamingo), Sainte-Rosalie, Qué.	Commerce Fed'n (CNTU)	240	720	720	Oct. 10 Oct. 16	Suspension of 2 employees cost-of-living adjustment & demand for master agreement–Settled by mutual agreement.
La Cie Qué. Poultry Ltée (Flamingo Farms Ltée & Abattoir Berthier Inc.) Berthierville, Qué.	Commerce Fed'n (CNTU)	442	1,330	1,330	Oct. 10 Oct. 16	Suspension of 2 employees cost-of-living adjustment demand of master agreement–Settled by mutual agreement.
La Cie Qué. Poultry Ltée, Saint-Jean-Baptiste-de-Rouville, Qué.	Commerce Fed'n (CNTU)	650	1,950	1,950	Oct. 10 Oct. 16	Suspension of 2 employees cost-of-living adjustment & demand for master agreement–Settled by mutual agreement.
*Freshwater Fish Marketing Corp. Winnipeg, Man.	Retail, Wholesale Union loc 561 (AFL-CIO/CLC)	350	4,670	4,670	Oct. 12	Wages, cost-of-living adjustment–
Hiram Walker & Sons Ltd., Winfield, B.C.	Distillery Workers loc 202 (AFL-CIO/CLC)	175	2,100	2,100	Oct. 16	Respecting picket line set up by Union of Distillery Worker from Walkerville plant–
Avico (1970) Ltée. Iberville, Qué.	Commerce Fed'n (CNTU)	269	1,350	1,350	Oct. 25	Wages–
RUBBER						
Firestone Tire & Rubber Co. Ltd., Hamilton, Ont.	Rubber Workers loc 133 (AFL-CIO/CLC)	1,200	26,400	204,000	Feb. 28	Wages & fringe benefits–

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, OCTOBER, 1974 (PRELIMINARY) (CONT'D)

Industry Employer Location	Union	Workers Involved	Duration in Man-days October	 Accumulated	Starting Date Termination Date	Major Issues Result
Goodyear Tire & Rubber Co. of Can. Ltd., Toronto, Ont.	Rubber Workers loc 232 (AFL-CIO/CLC)	1,750	28,000	218,750	Apr. 25 Oct. 23	Cost-of-living escalator clause —Settled through conciliation & mediation; Wage increases & cost-of-living escalator clause
Uniroyal Ltd., Kitchener, Ont.	Rubber Workers loc 1-80 (AFL-CIO/CLC)	1,250	23,750	42,500	Sept. 10 Oct. 29	Wages & fringe benefits— Settled by mutual agreement. Wage increase & cost-of-living allowance
Canadian Technical Tape, Montréal, Qué.	Fed'n of Paper Workers (CNTU)	180	3,960	5,220	Sept. 20	Wages, cost-of-living escalator clause—
Goodyear Tire & Rubber Co., Medecine Hat, Alta.	Rubber Workers loc. 628 (AFL-CIO/CLC)	137	140	140	Oct. 31	Wages—
KNITTING MILLS						
Penmans Ltd., Saint-Hyacinthe, Qué.	Textile Fed'n (CNTU)	330	7,260	34,980	May 31	Wages—
WOOD						
Canadian Forest Products, Huntting-Merritt, B.C.	Woodworkers loc 1-27 (AFL-CIO/CLC)	200	4,400	107,600	Sept. 13 1972	Shorter hours, elimination of piece work-rates of pay—
Rexwood Products Ltd. New Liskeard, Ont.	Carpenters loc 2995 (AFL-CIO/CLC)	112	2,440	9,410	July 3	Wages & fringe benefits—
FURNITURE & FIXTURES						
Matelas Supreme Inc. Saint-Narcisse, Qué.	Building and Woodworkers Fed'n (CNTU)	110	2,420	22,770	Jan. 8	Wages & working conditions—
Standard Desk Ltd., Ville de Laval, Qué.	Upholsterers loc 388 (AFL-CIO/CLC)	230	920	920	Oct. 22 Oct. 28	Wages—Settled by mutual agreement.
PAPER						
Papeterie Canadienne Joliette, Qué.	Communication Workers Fed'n (CNTU)	180	3,960	15,300	July 3	Wages & fringe benefits—
Continental Can. of Canada Ltd., Montréal Qué.	Paper Workers Fed'n (CNTU)	105	2,310	5,990	Aug. 12	Wages & holidays—
Sonoco Products Ltd. Terrebonne, Qué.	Fed'n of Paper Workers (CNTU)	110	2,420	4,180	Sept. 9	Seniority, cost-of-living adjustment—
Rayonnier-Québec Co. Ltd., Port Cartier, Qué.	Canadian Paper workers Union loc. 1125 (CLC)	175	350	1,050	Sept. 25 Oct. 3	Wages—Wage increase and cost-of-living clause.
Cie Inter. de Papier du Can., Pointe-aux-Trembles, Qué.	Canadian Paper Workers Union loc 849 (CLC)	325	1,300	1,790	Sept. 27 Oct. 6	Wages—Settled.

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, OCTOBER, 1974 (PRELIMINARY) (CONT'D)

Industry Employer Location	Union	Workers Involved	Duration in Man-days October	 Accumulated	Starting Date Termination Date	Major Issues Result
C.I.P. Containers, Burlington, Ont.	Canadian Paper Workers Union loc 949 (CLC)	150	380	680	Sept. 27 Oct. 3	Cost-of-living adjustment— Settled by mutual agreement.
Qué. Containers Ltd. Montreal, Qué.	Canadian Paper workers loc 667 (CLC)	152	3,190	3,190	Oct. 2	Cost-of-living adjustment—
PRINTING & PUBLISHING						
Montréal-Matin Montréal, Qué.	Fed'n of Communication Workers (CNTU)	325	420	420	Oct. 7 Oct. 9	Wages—Not reported
PRIMARY METAL						
Noranda Metal Industries Ltd., Annacis Island, B.C.	Can. Assoc. of Industrial Mechanical Workers loc 4 (CCU)	208	4,580	22,060	June 1	Wages, cost-of-living clause—
Cominco Ltd., Trail, B.C.	Steelworkers loc 480 (AFL-CIO/CLC)	2,800	62,000	246,000	July 1	Wages, cost-of-living clause seniority rights, job evaluation—
Cominco Ltd., Trail, BC	Assoc. of Commercial & Technical Empl. loc 1705 (CLC directly chartered)	485	10,740	42,610	July 1	Wages, cost-of-living clause seniority rights, jobs evaluation—
Industrie Couture Ltée, Chicoutimi, Qué.	(CNTU)	200	4,330	5,660	Sept. 20	Cost-of-living adjustment & wage parity with ALCAN workers—
Interprovincial Steel and Pipe Corp., Regina, Sask.	Steelworkers loc. 5606 (AFL-CIO/CLC)	450	5,790	6,270	Sept. 29 Oct. 19	Duration of contract—Settled by mutual agreement.
Interprovincial Steel and Pipe Corp., Regina, Sask.	Steelworkers loc 5890 (AFL-CIO/CLC)	670	8,610	9,330	Sept. 29 Oct. 19	Respecting picket lines of Steelworkers loc 5606—Return of workers when Steelworkers loc 5606 returned.
Canadian Lukens Ltd., Rexdale, Ont.	Steelworkers loc 6644 (AFL-CIO/CLC)	114	2,510	2,620	Sept. 30	Wages & fringe benefits—
Canadian Unitcast Steel Ltd., Sherbrooke, Qué.	Fed'n of Metal Trades Unions (CNTU)	157	160	160	Oct. 31	Wages—
METAL FABRICATING						
Stanley Works of Can. Ltd., Roxton Pond, Qué.	Machinists loc 909 (AFL-CIO/CLC)	258	5,680	24,150	June 18	Cost-of-living escalator clause—
York Div. - Borg. Warner (Canada) Ltd. Saint-Jérôme, Qué.	Steelworkers loc 6333 (AFL-CIO/CLC)	156	230	6,780	Aug. 1 Oct. 2	Cost-of-living escalator clause Settled by mutual agreement.
Cooper Tool Group Ltd., Barrie, Ont.	Steelworkers loc 6709 (AFL-CIO/CLC)	174	3,830	9,920	Aug. 12	Wages & fringe benefits—

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, OCTOBER, 1974 (PRELIMINARY) (CONT'D)

Industry Employer Location	Union	Workers Involved	Duration in Man-days October	 Accumulated	Starting Date Termination Date	Major Issues Result
Babcock & Wilcox Canada Ltd., Cambridge, Ont.	Steelworkers loc 2859 (AFL-CIO/CLC)	853	18,770	34,980	Sept. 4	Wages–
P.L. Robertson Milton, Ont.	Steelworkers loc 4970 (AFL-CIO/CLC)	320	5,760	5,760	Oct. 7	Wages & fringe benefits–
Dominion Bridge Co. Ltd., Lachine, Qué.	Steelworkers loc. 2843 (AFL-CIO/CLC)	1,000	3,000	3,000	Oct. 9 Oct. 15	Cost-of-living adjustment– Workers returned under injunction.
MACHINERY						
Gould Manufacturing Ltd., St. Thomas, Ont.	Machinists loc 1975 (AFL-CIO/CLC)	370	8,140	39,220	May 31	Wages, cost-of-living clause–
Phoenix Steel Saint-Paul l'Ermite, Qué.	Sheet Metal Workers loc 116 (AFL-CIO/CLC)	140	3,080	14,840	May 31	Wages, fringe benefits–
AP Parts of Can. Ltd. Etobicoke, Ont.	Auto Workers loc 252 (CLC)	230	5,060	11,850	Aug. 19	Wages & fringe benefits–
International Harvester Co. of Can. Ltd., Candiac, Qué.	Steelworkers loc 6617 (AFL-CIO/CLC)	160	3,520	6,240	Sept. 6	Wages–
Eaton Yale Ltd., St. Catharines, Ont.	U.E. loc 535 (CLC)	130	2,820	2,950	Sept. 30	Wages–
Outboard Marine Corp. of Canada Ltd., Peterborough, Ont.	Steelworkers loc 5009 (AFL-CIO/CLC)	1,500	19,500	19,500	Oct. 15	Wages & fringe benefits–
Canadian Ingersoll Rand, Sherbrooke, Qué.	Steelworkers loc 6670 (AFL-CIO/CLC)	524	2,100	2,100	Oct. 28	Cost-of-living adjustment–
TRANSPN. EQUIPMENT						
United Aircraft of Canada Ltd., Longueuil, Qué.	Auto Workers loc 510 (CLC)	1,400	30,800	490,400	Jan. 7	Union security, wages, cost-of-living clause–
Commodore Mobile Homes, Saint-Jean, Qué.	United Textile Workers loc 490 (AFL-CIO/CLC)	121	1,090	8,470	July 5 Oct. 15	Cost-of-living adjustment– Settled by mutual agreement.
Griffin Steel Foundries Ltd., Sainte-Hyacinthe, Qué.	Metal Trades Democratic Fed'n (CSD)	179	720	6,990	Aug. 12 Oct. 7	Cost-of-living adjustment– Settled through conciliation
Ingersoll Machine & Tool Lt., Ingersoll, Ont.	Steelworkers loc 2918 (AFL-CIO/CLC)	155	1,400	6,360	Aug. 14 Oct. 15	Wages, fringe benefits– Settled by mutual agreement, wage increase.
Glendale Corp. Strathroy, Ont.	Machinists loc 2374 (AFL-CIO/CLC)	350	7,700	12,950	Sept. 10	Fringe benefits–
American Motors (Canada) Ltd., Brampton, Ont.	Auto Workers loc 1285 (CLC)	1,365	30,030	45,050	Sept. 16	Wages, compulsory overtime–

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, OCTOBER, 1974 (PRELIMINARY) (CONT'D)

Industry Employer Location	Union	Workers Involved	Duration in Man-days October	 Accumulated	Starting Date Termination Date	Major Issues Result
Flyer Industries Ltd Winnipeg, Man.	Can. Assoc. of Industrial Mechanical Workers (CCU)	560	11,760	11,760	Oct. 1	Wages & union jurisdiction–
Ferguson Industries Ltd., Pictou, N.S.	Steelworkers loc 4702 (AFL-CIO/CLC)	250	4,250	4,250	Oct. 3 Oct. 28	Cost-of-living clause–Settled through mediation.
Spar Aerospace Products Ltd., Toronto, Ont.	Auto Workers 112 (CLC)	300	300	300	Oct. 31	Contract terms–
ELECTRICAL PRODUCTS						
Emerson Electrical (Motor Division) Canada Ltd., Markham, Ont.	U.E. loc 522 (CLC)	245	2,700	23,040	June 1 Oct. 17	Wages, fringe, benefits, compulsory overtime–Settled by mutual agreement.
Sola Basic Ltd., Etobicoke, Ont.	Machinists loc 1168 (AFL-CIO/CLC)	165	3,630	9,410	Aug. 12 Oct. 16	Wages & fringe benefits–Not reported.
Hermes Electronics Ltd., Dartmouth, N.S.	IBEW loc 1651 (AFL-CIO/CLC)	200	80	80	Oct. 2 Oct. 2	Company proceedures–Return of workers.
NON METALLIC MINERAL PRODUCTS						
Francon (1966) Ltd., Montréal, Qué.	Building & Woodworkers Fed'n (CNTU)	850	18,700	37,400	Aug. 29	Cost-of-living clause, voluntary overtime–
The Exolon Co. of Canada Ltd., Thorold, Ont.	Chemical Workers loc 582 (AFL-CIO/CLC)	241	240	240	Oct. 1 Oct. 2	Wages, overtime–Settled by mutual agreement.
CHEMICAL PRODUCTS						
Canadian Titanium Pigments, Varennes, Qué.	Fed'n of Metal Trades Unions (CNTU)	180	3,960	13,320	July 18	Cost-of-living adjustment–
Canadian Industries Ltd., Brownsburg, Qué.	Steelworkers loc 14138 (AFL-CIO/CLC)	850	18,700	48,450	Aug. 12	Cost-of-living adjustment–
Canadian Industries Ltd., McMasterville, Qué.	Fed'n of Metal Trades Unions (CNTU)	700	15,500	26,500	Sept. 9	Wages–
Rexall Drug Co. Ltd. Mississauga, Ont.	Chemical Workers loc 279 (AFL-CIO/CLC)	153	610	610	Oct. 28	Not reported–
MISCELLANEOUS						
M.C.A. Records Cornwall, Ont.	I.U.E. loc 539 (AFL-CIO/CLC)	156	3,430	3,740	Sept. 27	Cost-of-living adjustment–
St. Lawrence Manufacturing Co. Inc., Giffard, Qué.	Steelworkers loc 6072 (AFL-CIO/CLC)	355	2,840	2,840	Oct. 22	Not reported–

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, OCTOBER, 1974 (PRELIMINARY) (CONT'D)

Industry Employer Location	Union	Workers Involved	Duration in Man-days October	 Accumulated	Starting Date Termination Date	Major Issues Result
Construction						
Plastering Assoc. of Toronto, Toronto, Ont.	Plasterers loc 48 (AFL-CIO/CLC)	250	5,500	65,750	Oct. 17 1973	Not reported–
Hydro Electric Power Commission of Ontario Various areas, Ont.	IBEW loc 1788 (AFL-CIO/CLC)	1,500	7,500	45,200	July 31 Oct. 8	Allowances & jurisdiction dispute–Not reported.
Irving Refinning Expansion (Various contractors) Saint-John, N.B.	Various unions	2,000	2,000	2,000	Oct. 28 Oct. 29	Sympathy strike–Settled by mutual agreement.
Transp'n & Utilities						
TRANSPORTATION						
*Canadian Lake Carriers Assoc., Great Lakes and St. Lawrence River	Canadian Marine Officers Union (AFL-CIO/CLC)	400	400	15,830	Aug. 8 Oct. 2	Wages, cost-of-living escalator clause–Wage increase.
*CN Sarnia, Ont.	Railway Transport & General Workers loc 183 (CLC)	300	300	300	Oct. 10 Oct. 11	Rates of pay–Return of workers pending meeting with management.
*Ministry of Transport (Government of Canada) Various airports, Can.	Can. Transport Employees loc 50509-PSAC (CLC)	300	860	860	Oct. 14 Oct. 18	Wages: reclassification of assistant air traffic controllers as technical employees–Return of workers.
*CP Rail (Angus Shops) Montréal, Qué.	Machinists (AFL-CIO/CLC)	800	800	800	Oct. 17 Oct. 18	Cost-of-living adjustment–Return of workers after 24-hour protest.
Cie de Transport Saint-Maurice, Shawinigan, Trois-Rivières, Qué.	Three unions (CNTU)	127	730	730	Oct. 24	Slowness in negociations–
COMMUNICATIONS						
Québec Telephone Rimouski, Qué.	IBEW loc 2200-Office Employees & Technicians (AFL-CIO/CLC)	500	11,000	26,500	Aug. 16	Cost-of-living adjustment–
Québec Telephone Rimouski, Qué.	IBEW loc 2200-Plant Employees (AFL-CIO/CLC)	420	4,240	22,260	Aug. 16	Cost-of-living adjustment–
Québec Telephone Rimouski, Qué.	IBEW loc 2200-Traffic Employees (AFL-CIO/CLC)	359	7,900	19,030	Aug. 16	Cost-of-living adjustment–
The New Brunswick Telephone Co. Ltd., Various locations, N.B.	IBEW loc 1148 (AFL-CIO/CLC)	430	9,520	13,050	Sept. 19	Wages; After suspensions for alleged slowdowns.–
STORAGE						
*Five Grain Co. Vancouver, B.C.	Grain Workers Union loc 333 (CLC directly chartered)	602	14,820	19,870	Aug. 26 Oct. 11	Wages–Dispute ended by government legislation.

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, OCTOBER, 1974 (PRELIMINARY) (CONT'D)

Industry Employer Location	Union	Workers Involved	Duration in Man-days October	 Accumulated	Starting Date Termination Date	Major Issues Result
Trade						
WHOLESALE						
John Millen, Montréal, Qué.	Teamsters (Ind.)	200	4,400	9,000	Aug. 28	Wages–
International Harvester Co. (Parts Dept.) Burlington, Ont.	Auto Workers (CLC)	150	2,850	2,850	Oct. 4	Wages–
RETAIL						
Twin Cities Co-operative Dairy, Various locations, N.S.	Teamsters loc 927 (Ind.)	498	2,490	2,490	Oct. 7 Oct. 12	Wages & fringe benefits– Settled by mutual agreement. Wage increase.
Dominion Stores Ltd. Various locations, N.B.	Retail, Wholesale Union loc 1065 (AFL-CIO/CLC)	600	1,500	1,500	Oct. 10 Oct. 15	Wages–Wage increase.
Canteen of Can. Ltd. Windsor & London, Ont.	Retail Wholesale Union loc 414 (AFL-CIO/CLC)	185	2,230	2,230	Oct. 15	Wages & working conditions–
Hudon et Orsali Montréal, Qué.	Retail Clerks loc 501 (AFL-CIO/CLC)	160	370	370	Oct. 15 Oct. 18	Wages & firing of an employee –Settled by mutual agreement
Services						
EDUCATION						
Hastings City Board Hastings, Ont.	Public Employees loc 1022 (CLC)	180	3,960	9,360	Aug. 19	Not reported–
Peel County Board of Education, Cooksville, Ont.	Public Employees loc 1628 (CLC)	351	7,720	15,090	Aug. 30	Wages & fringe benefits–
University of Sask. Saskatoon & Regina, Sask.	CLC directly chartered loc 54	1,733	18,790	24,360	Sept. 26 Oct. 11	Wages & fringe benefits– Settled through conciliation.
Verdun Catholic School Board, Verdun, Qué.	English Teachers Assoc. (Ind.)	107	110	110	Oct. 18 Oct. 19	Refusal by employer to send collected union dues to union– Return of teachers after one-day study session.
HEALTH & WELFARE						
Hôpital Saint-Lambert Saint-Lambert, Qué.	Public Service Fed'n (CNTU)	150	3,320	3,620	Sept. 28	Number of employees–
Ermitage des Bois-Francs, Victoriaville, Qué.	Services Fed'n (CNTU)	153	310	310	Oct. 3 Oct. 4	Rehiring of an employee who had resigned–Settled by mutual agreement.
SERVICES TO BUSINESS						
Tele-Direct Ltd., Toronto, Ont.	Office Employees loc 131 (AFL-CIO/CLC)	100	2,200	3,400	Sept. 13	Not reported–

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, OCTOBER, 1974 (PRELIMINARY) (CONCL'D)

Industry Employer Location	Union	Workers Involved	Duration in Man-days October	 Accumulated	Starting Date Termination Date	Major Issues Result
Public Administration						
PROVINCIAL ADMINISTRATION						
Alberta Provincial Government, Edmonton, Alta.	Civil Service Assoc. of Alberta (CLC)	7,000	14,000	14,000	Sept. 30 Oct. 3	Wages—Settled by mutual agreement.
LOCAL ADMINISTRATION						
City of Calgary Calgary, Alta.	Public Employees loc 37 (CLC)	1,154	580	580	Oct. 17 Oct. 18	Wages—Return of workers.
City of Calgary Calgary, Alberta.	Public Employees loc 37 (CLC)	1,232	1,230	1,230	Oct. 22 Oct. 23	Wages—Return of workers.

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